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# all VOLUNTEER

The Army's recruiting and retention professional magazine since 1919

APRIL, 1982



# STRESS

# Commander's Notes



Most of you have heard me say that recruiting command is a reflection of what the Army leadership wants the Army to be. You know that places a large burden of professionalism on each of us — as it should. We are recruiting the soldiers who will be tomorrow's leaders — both enlisted and commissioned. That takes hard work, long hours, and sincere dedication. You have demonstrated continually that you are capable of meeting this challenge.

Nevertheless recruiting involves pressures, both mental and physical, that many of us may not understand thoroughly. These pressures affect people in all walks of life and have been the subject of increasing study by medical and psychological scientists over the past several years. To help us understand *what* these pressures are and *how* we can deal with them, this issue of *all VOLUNTEER* contains several in-depth articles, beginning with **STRESS** on page four.

Recruiting command operates on a highly dynamic plane and opportunities for stress are frequent. We are in a tough business — and it's a business that requires our best effort every day. For some of us, it is an acceptable

level of stress, and results in awards, promotions, and recognition from the chain of command. For others, it can be an unacceptable level of stress, this kind of stress leads to alcohol, food and drug abuse and in some instances, violation of recruiting ethics.

Dealing with stress is addressed in some articles in this issue — articles about Quality of Life — the support we receive from the Army and civilian communities in which we recruit and the support we receive from our families and friends. Quality of Life can be critical in our ability to deal with the stress our profession places on each of us. USAREC concern for QOL for its recruiters and family members is paramount. The Family Life Seminar held at Ft. Sheridan on 28 January 1982 was designed to be the catalyst for command-wide emphasis on this program.

Our Army needs us to recruit with integrity — to be all we can be. We need to do that well. We must recognize the factors which hinder or improve our professional performance. Quality of life makes a big difference and is important, because

**THE ARMY STARTS WITH YOU!**

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## FEATURES

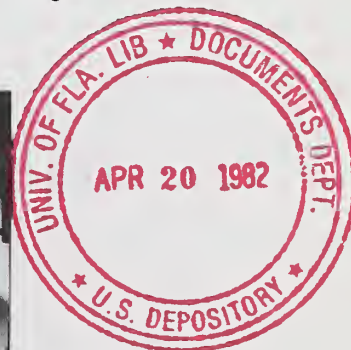
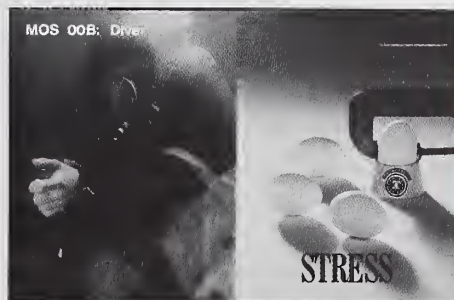
|                                              |    |
|----------------------------------------------|----|
| <b>STRESS</b> .....                          | 4  |
| Coping with Stress .....                     | 12 |
| Family life seminar .....                    | 15 |
| Vacations .....                              | 20 |
| A message from the Chief, Army Reserve ..... | 24 |
| Health Benefits advisors .....               | 28 |
| Tell it to the chaplain.....                 | 30 |
| <b>DIVERS</b> .....                          | 33 |
| MOS 00B Diver.....                           | 35 |

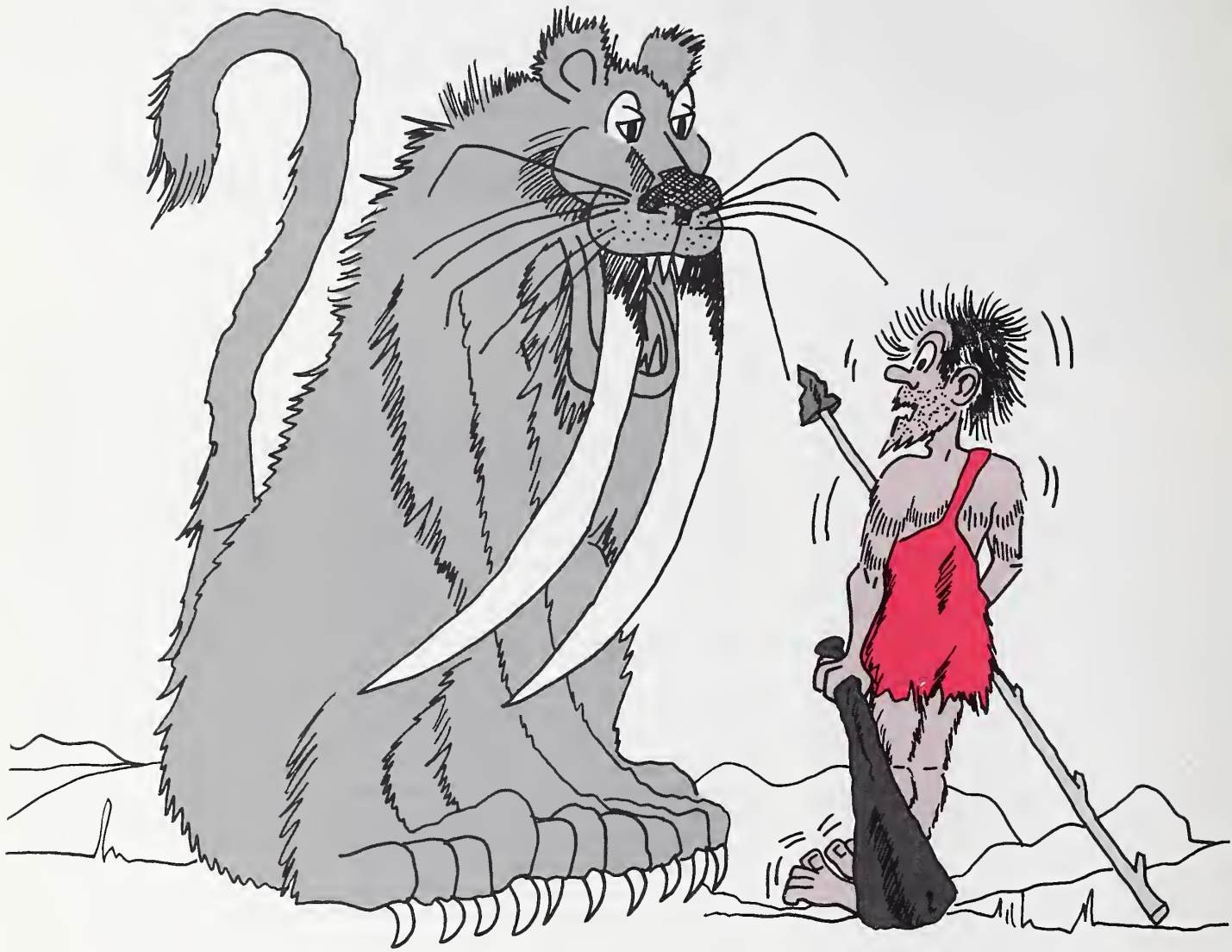
## DEPARTMENTS

|                               |    |
|-------------------------------|----|
| <b>Field File</b> .....       | 16 |
| <b>Diagnostic Test</b> .....  | 23 |
| <b>Re-Update</b> .....        | 26 |
| <b>Update</b> .....           | 27 |
| <b>Recruiter Aid</b> .....    | 29 |
| <b>Rings and things</b> ..... | 32 |

## ABOUT THE COVER

*Illustrating how stress puts the squeeze on a particular individual within a group, this month's cover is by Mr. Wolfgang Scherp of USAREC's Automation Management Directorate whose byline was inadvertently dropped from our lead article on AUTOMATION in the February 1982 issue. The Army diver is by CPT Bob Lawson of the Naval Diving and Training Center.*





# **Stress** **is more than** **what you make of it**

*Story by SSG Gordon Marihugh  
Art by Leonard Trzeciak*

The only things most people credit 'stress' for are headaches and an occasional ulcer. Medical science however is now applying to 'stress' an emphasis which is long overdue.

Medical experts as well as current medical textbooks agree that stress is responsible for 50 to 80 percent of today's illnesses.

Stress is considered either the main cause, or a contributing factor for cardiovascular disease, hypertension, colitis, rheumatoid arthritis, coronary thrombosis, migraine, insomnia, sexual impotence, alcoholism, drug abuse, ulcers and many other ills including cancer.<sup>4</sup>

Physicists and engineers define stress as a force exerted on a body or structure that tends to strain or deform it.

Dr. Hans Selye, considered to be one of the world's leading medical experts on stress, defined stress in 1956, as simply, "The rate of wear and tear on the body." In 1974 he called stress, "the body's nonspecific response to any demand made on it."<sup>2</sup>

Most physiologists broadly define stress as, "an adaptive response in which your body prepares, or adjusts, to a threatening situation."<sup>8</sup>

The average person thinks of stress as, "something that causes his tensions."<sup>6</sup>

In her book, *Super Mind*, the noted stress researcher, psychiatrist, and author with the University of California at Los Angeles Medical School, Dr. Barbara Brown said, "Stress is the only cause of illness that requires activation and energizing by mental process."<sup>6</sup>

Stress affects both sexes and all ages, and is not confined to the popular image of the businessman working hard to succeed. People in their 20's are accumulating the effects of stress which won't show any outward signs until their 40's or 50's.<sup>8</sup>

Stress is unavoidable. It can't be

eliminated from everyday life and, according to Selye, it would be very bad for us if we could. He called stress, "the spice of life. Without it we would be dead." It is also ironic that he tells us that too much stress has the same effect.<sup>4</sup>

For example, a student under the stress of studying for an upcoming examination will be more attentive because he wants to do well. Prolong the stress by delaying the examination, or if the student has a past record of doing poorly in the subject, he will be less attentive.<sup>3</sup>

One of the gifts that our prehistoric ancestors left with us is what the noted physiologist Walter Cannon labeled the 'fight or flight response.' This response, which allowed primitive man to survive and reproduce, remains embedded in our genetic code. Whether effective or not for a particular situation, the same coordinated pattern of response occurs whenever the body reacts to perceived emergency.<sup>4</sup>

Whether the emergency was a cave-man seeing an approaching saber-toothed tiger, a soldier, on guard duty at night, hearing a strange noise, or a car salesman being told that if he doesn't sell a car to the next person in the door he won't get a raise, the body's response is the same.

Once we believe that we are in danger of some future discomfort a part of the brain called the hypothalamus activates the pituitary gland. The gland, in turn, releases the hormone ACTH which causes the adrenal gland in the kidneys to release several steroids. Among these steroids are adrenalin and cortisone. Blood is diverted from the internal organs to the skeletal muscles and the brain, for quick thinking and vigorous physical activity.

Pupils dilate, and the eyes become more sensitive to light.

Hearing becomes more acute, hands

and feet sweat. Blood pressure goes up, and breathing becomes more rapid as more oxygen is consumed. The soldier is nervous, but alert and prepared to respond to either friend or enemy.<sup>4</sup>

This action can allow a 120 pound mother to lift a three ton automobile off her trapped child. The caveman could choose between trying to kill the tiger, or running away to safety.

We do not have to be in actual physical danger for our minds to perceive a threat of danger and our bodies to react as if we were. The car salesman is in no real physical danger. Not getting a raise doesn't involve any danger, yet his body responds as though his boss had pulled a knife.<sup>5</sup>

While watching a good suspense-filled movie the body responds to the action. If the acting is good we identify with the actors and the action on the screen. The body reacts as though it was experiencing the scene in reality. As the action on the screen reaches a danger point the heartbeat becomes irregular, blood pressure goes up, the mouth gets dry, muscles tense up, and there are "butterflies" in the stomach. Once the movie is finished we may breathe a sigh of relief, and slump down in our seats as our bodies relax from the tension.<sup>8</sup>

Our eyes, ears and other senses collect data on events happening around us. The mind through our reasoning process gives those events meaning.<sup>6</sup>

"It is not the events, but how we view them that causes stress," according to psychologists Robert L. Woolfolk and Frank C. Richardson.<sup>4</sup>

Our stress usually comes from one or more of three places; family, environment, and work. Families can bring great joy and the most intense forms of stress. Conflicts between husband and wife, arguments with children, failing health of a parent,

# Stress is more . . .

adjusting to a new school, feeling isolated in a new neighborhood, or the death of a family member, even when expected, can bring severe stress. Family stress can affect work stress and vice versa, finally reaching the point where we don't know which came first, work stress or family pressure.<sup>8</sup>

Environmental stress is usually something considered to be beyond our control. Taxes, prices, crime, traffic congestion, and the weather. We learned much about the effects of environmental stress during the fuel shortages in 1979. While waiting in long lines for gasoline some people reacted violently. One man in New York shot and killed another driver, who he believed was trying to get in front of him in line. Most of the

environmental stresses which affect almost everyone are short-termed and impersonal, yet they often influence the level of work stress.

Most jobs involve some stress, but there are few of the estimated 30,000 different jobs in America which have a constant risk of physical danger. These small but continuous irritants cause more physical problems over time than does a bigger, more dramatic, short-term stress such as a 200 percent increase in taxes.

We live in a production-oriented, time-urgency society where our stress response is being activated constantly. At the same time we are prohibited from taking the actions needed to relieve the built-up stress we have encountered.

In our everyday work life we encounter deadline pressure, excessive

overtime, uncertainty of job security, unemployment, boredom, mission pressures, competition with others, never satisfied supervisors, self doubts about our own performance, or being put on hold during a telephone conversation. One kind of stress that is often overlooked is that of too little stimulation.<sup>7</sup>

This type of stress affects secretaries, administrative personnel, assembly line workers, and housewives.

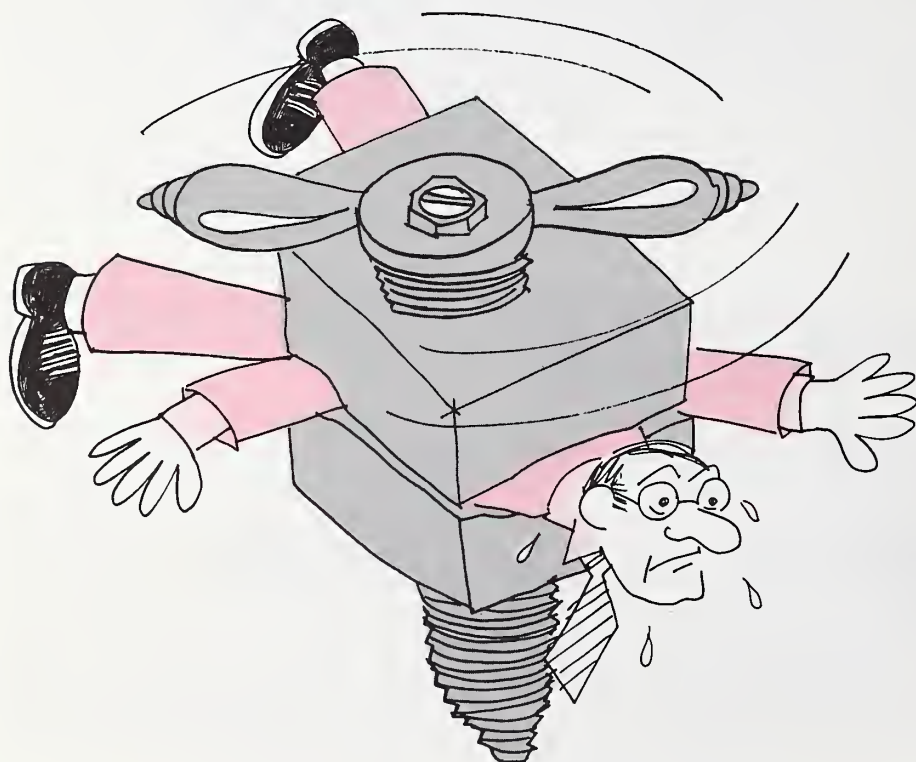
Psychiatrist, David Seidenberg found that housewives dreaded the dullness of their secure, stable lives. He found the daily 'eventlessness' is as stressing to them as ten hours of open heart surgery is to a cardiac surgeon.<sup>7</sup>

Our stress response may be activated from one to dozens of times per day by the pressures of the family, environment, and work. With each perception of stress, the biochemical response is reactivated. Our body experiences the energy draining effect of 'fight or flight' again and again. Our body is prepared much of the time for one action or the other yet it remains inactive because of the restrictions that society has placed on physical actions. Because of the continual activation of our inherited response without the body having the opportunity to either take action or recover sufficiently over a long enough period of time, we run an increasing risk of becoming seriously ill.

Hypertension, or high blood pressure, is a silent but potentially deadly disease affecting one in five American adults. Hypertension develops slowly with no noticeable symptoms until its advanced stages. Increased fluid pressure in the coronary arteries damages the heart and the kidneys.<sup>5</sup>

For many years black Americans have been told that they are genetically more prone to developing high blood pressure than any other group of Amer-

*Unrelenting and unavoidable, pressure continues to build from family, work, and our environment. Without relief our health is threatened.*



icans. Recent studies have shown that most of their high blood pressure is probably the direct result of the pressures of ghetto life rather than because of their genes. The disease is practically unknown in Africa and the Caribbean where millions of blacks live.

A study of middle-class blacks living in middle-class neighborhoods, by Dr. E. Harburg of the University of Michigan, showed a hypertension rate of one-half the rate of their ghetto counterparts. Black and white women living in rural Mississippi show the same incidence of hypertension.<sup>4</sup>

Occupational stress can be a leading cause of hypertension. High blood pressure among air-traffic controllers is five times higher than most other

groups of Americans. This demanding job, where one mistake can result in the deaths of hundreds of airline passengers, has the reputation of shortening the careers and lives of those in the field.<sup>8</sup>

Of the estimated two million deaths which will occur in the US this year, one-half will be from heart disease. As recently as the 1920s heart attacks were not as prevalent, now heart attacks kill more people than any other single cause. Heart attacks are no longer confined to older people. Very often, victims are in their 30's and even 20's.<sup>8</sup>

However, in the public mind, heart disease is caused primarily through smoking, lack of exercise, heredity, or diet.<sup>9</sup>

There are several different physiological occurrences which share the name 'heart attack' and appear to be caused by the same disease, arteriosclerosis. The disease is the result of fatty substances in the blood sticking to the walls of the arteries. Once these substances concentrate into globs they become hard. Eventually, these cause the arteries to narrow and be less flexible, reducing the supply of blood and oxygen reaching the heart. Over a prolonged period, the lack of oxygen or blood, results in the death of heart muscle, called myocardial infarction.<sup>4</sup>

The two main fatty substances causing arteriosclerosis are cholesterol and triglyceride. Evidence shows the levels of these substances in the blood is a direct function of stress. Sudden stress

## Take this test

*Doctors Thomas H. Holmes and Richard H. Rahe of the University of Washington School of Medicine, developed a systemized method of tying stressful events into the chances of becoming ill.*

*To check your own chances, check the events that have happened to you within the past year. Then add up the score.*

*Holmes and Rahe determined that a score of 150 would mean a 50-50 chance of becoming ill. A score of more than 300 points would have better than a 90 percent chance of experiencing a health change. This scale was tested on more than 5,000 patients in 1970.*

| Event                                 | Value |                                       |    |
|---------------------------------------|-------|---------------------------------------|----|
| Death of spouse                       | 100   | Change in work responsibilities       | 29 |
| Divorce                               | 73    | Son or daughter leaving home          | 29 |
| Marital separation                    | 65    | Trouble with in-laws                  | 29 |
| Jail term                             | 63    | Outstanding personal achievement      | 28 |
| Death of close family member          | 63    | Spouse begins or stops work           | 26 |
| Personal injury or illness            | 53    | Starting or finishing school          | 26 |
| Marriage                              | 50    | Change in living conditions           | 25 |
| Fired from work                       | 47    | Revision of personal habits           | 24 |
| Marital reconciliation                | 45    | Trouble with boss                     | 23 |
| Retirement                            | 45    | Change in work hours/conditions       | 20 |
| Change in family member's health      | 44    | Change in residence                   | 20 |
| Pregnancy                             | 40    | Change in recreational habits         | 19 |
| Addition to family                    | 39    | Change in church activities           | 19 |
| Sex difficulties                      | 39    | Change in social activities           | 18 |
| Business readjustment                 | 39    | Mortgage or loan under \$10,000       | 17 |
| Change in financial status            | 38    | Change in sleeping habits             | 16 |
| Death of close friend                 | 37    | Change in number of family gatherings | 15 |
| Change to different line of work      | 36    | Change in eating habits               | 15 |
| Change in number of marital arguments | 35    | Vacation                              | 13 |
| Mortgage or loan over \$10,000        | 31    | Christmas season                      | 12 |
| Foreclosure of mortgage or loan       | 30    | Minor violation of the law            | 11 |

# Stress is more . . .

raises the level of triglyceride while the level of serum cholesterol goes up under periods of prolonged stress.

A study involving race car drivers showed their triglyceride levels were much higher just before and during a race. Three hours after the race these levels were still twice the normal level. Tax accountants showed their serum cholesterol levels rose as the April 15 tax deadline approached and did not fall until late May or early June.<sup>8</sup>

No other physical illness has been so associated with stress or pressure as the peptic ulcer. It is the symbol of the hard working, aggressive business executive and other people for whom work and the worry over business success is seemingly their only goal in life.

A peptic ulcer is created when digestive juices burn a hole in the lining of the stomach or the small intestine. The enzymes which aid the stomach in digesting food are also secreted during times of high emotion. When these enzymes are present in an empty stomach for long periods of time they begin to digest the stomach lining itself. Stress leading to anger is effective in stimulating the stomach acids that create ulcers.

## ***A sign of weakness***

Stress ulcers have been observed for centuries. Roman soldiers were recorded as developing peptic ulcers during long difficult campaigns. The incidence of ulcers in England rose as a result of the German air raids during World War II.<sup>1</sup>

The list of stress-induced illnesses is longer than the few disorders mentioned here. Medicine continues to learn how stress can lead to many diseases by lowering our resistance to outside organisms which are always

present, but don't always affect us.

In 500 B.C. Socrates said, "There is no illness of the body apart from the mind." Unfortunately, most other Greeks did not agree with what he said. The Greeks treated all illness as a sign of weakness. Hebrew tradition taught that illness was a sign of bad blood or of bad parents. Christianity felt that it was divine judgment for past sins which was responsible for all illnesses from the common cold to terminal diseases.<sup>8</sup>

Over the years man was divided up into three parts, body, mind, and spirit. Each section of whole man had its own group of healers to care for maladies of only that part. The body was checked by bile examiners, bleeders, and physicians. The mind was exclusive domain of the magicians, alchemists, and psychologists. The treatment of the spirit or soul was left to the orthodox religions.<sup>8</sup>

## ***Church and state***

According to Dr. Donald Dudley, of the University of Washington School of Medicine, "We continue to separate mind and body like the government separates the church from the state." He said that we cling to the notion that there is a distinction between all mental and all physical disorders. In reality there are mental problems associated with physical illness.<sup>1</sup>

As a society we have tended to reward those afflicted with what we call acceptable diseases or injuries such as hypertension or broken bones, and shunned those who were treated for mental disorders even though the conditions were treated and the patient totally cured.<sup>8</sup>

In 1972, during the presidential campaign, the first vice-presidential selection of the Democratic Party, the US Senator from Missouri, Thomas

Eagleton was dropped from party ticket when it was disclosed that he had been treated for a mental illness. Eagleton's disorder was the same which many historians believe Abraham Lincoln suffered from; manic depression.<sup>9</sup>

## ***The soldier's ego***

It is the fear of having it known that they were treated for a mental disorder that prevents many people from seeking help, or even admitting that stress exists and could be affecting them.<sup>9</sup>

This may be especially true of the Army. Soldier's are trained to be strong, self reliant, able to face any foe in combat, and yet, are usually unable to talk about any possibility of being affected by non-biological illness. Medicine still treats the symptoms that stress produces before any diseases set in.<sup>8</sup>

There are many 'coping or escape' activities that people use when stress is encountered. However, many of these 'safety valves' are also symptoms that often accompany stress. There are emotional responses such as anger, sorrow, or elation; personal habits like eating, smoking, physical activity, and sex; and some unconscious habits such as, nail biting, sighing, and finger drumming. However, these reactions may be harmful if only one or two are relied upon, and they don't release bottled up feelings adequately.<sup>7</sup>

There are hundreds of ways of relieving the stress that has built up over the day. Some ways are more useful than others: meditation, exercise, support from friends, blaming others for failure, change of activity, prayer, crying, vacations, eating, drinking, and sleeping.

The death of a spouse or someone that is highly regarded and respected can be one of the most physically dangerous stresses. The 27-year-old

captain in charge of the ceremonial troops, during the funeral of President Kennedy, died of a heart attack one week after the burial of the former president. The motel owner's wife, where Martin Luther King was assassinated, suffered a fatal stroke the day after the assassination. Many instances have been recorded of husbands or wives who died shortly after learning of the death of their spouse.

Dr. George L. Engle, professor of psychiatry and medicine at the University of Rochester Medical Center, calls these, "deaths of grief." He noted that other emotions such as anger, or fear from either actual physical danger, perceived danger, or extreme joy can be lethal. The response to stressful situations can be as deadly as a head-on collision.<sup>1</sup>

If the main response of a person to stress is eating, then the chance of obesity is increased. Also, the added cholesterol in the bloodstream from over-eating may speed the onset of a more serious disease such as diabetes or arteriosclerosis. The same can be said if smoking is the primary coping behavior. This method of relieving stress may directly result in contracting emphysema or lung cancer. The use of alcohol and drugs as stress escape mechanisms has created serious problems involving millions of Americans, young and old.<sup>1</sup>

A study by *Psychology Today* in 1978, involving some 23,000 people, found that managers and executives were more likely to drink after work to cope with tension; foremen and skilled workers were more likely to use drugs and alcohol both on and off the job.<sup>7</sup>

There are warning signals that come with stress. Some are obvious, but others are often looked at as being unrelated to stress. These signals are early warning symptoms that tell you when your body is becoming unable to

adapt to continuous pressures. It is the body's way of saying, "This stress has gone on too long." Specific symptoms vary from person to person as do the things that cause stress. In a study of occupational stress and what is today commonly called, "job burnout," Doctors Robert L. Veninga and James P. Spradley found four common early warning signals that stress produced in workers. They were dissatisfaction, inefficiency, fatigue, sleep disturbances, and increased "escape activities."<sup>7</sup>

Monday morning blues are not confined to the job site. They have been observed in school children and housewives. It is normal to occasionally feel disappointed, let down, and wondering "why am I doing this?" But an occasional feeling is not the same as week after week discontent. When the Monday blues go to Tuesday and Wednesday and Thursday it is a warn-

ing that needs to be heeded.

A 1977 Labor Department survey found that 80 percent of the blue collar workers in the national sample would continue to work even if they didn't have to, but only eight percent would continue at their present jobs, mainly because of the unhappiness they felt was associated with their work.<sup>7</sup>

Inefficiency at work can be seen almost everywhere; gas station attendants who take longer and longer to change oil, secretaries who begin to retype letters more often because of mistakes, and executives who find it more difficult to make decisions.

Fatigue is the body's first line of defense against too much stress. After vigorous physical activity most people experience muscular fatigue. Prolonged stress causes what is known as general fatigue, the sensation of having run

*Unrelenting stress not only can lead to illness, it can also impair judgment. Driving under stress can be as dangerous as driving under the influence of alcohol.*



# Stress is more . . .

## ***The body's response***

five miles when you've done no more than shuffled papers or talked to a few prospects. It results from the muscles tensing up during periods of stress, creating a keyed-up tiredness. The University of Michigan Survey Research Center conducted a 1977 national survey where they found that many workers would rather work fewer hours than have a ten percent pay raise because they felt their jobs left them too exhausted.

Almost one-third of the working population suffers from some form of insomnia. For them the day's stress leaves them keyed-up, and tense. This tension has them falling asleep later at night and waking up earlier the next morning.

When the methods we use in responding to stress don't work well, often our reaction is to try and escape the stress by increasing the method used.

The relief for stress cannot be applied as a simple uniform cure which will work for everyone in every case for several reasons.

1. Stress comes from many sources.
2. Everyone has his own stress threshold. Some can handle larger doses of stress than others before it bothers them.
3. The symptoms of stress will vary from one person to the other.
4. Each person's perception of what is stressful is different.
4. Everyone has a different method of handling stress when it is encountered, and will require a different 'cure' to relieve it successfully.<sup>2</sup>

Some methods of handling stress, instead of helping, add more stress. Many people react to stress with an ostrich-like response. They bury their heads by ignoring the symptoms of

tiredness, lack of enthusiasm, loss of sleep, headaches, rising blood pressure, and increased drinking as being non stress related. They take the attitude that it is a sign of weakness to admit that they might need help. According to Veninga and Spradley, many people view a mental-health problem as worse than cancer. Still others react to stress by blaming someone else all the time, or blaming themselves for their troubles. This only leads to more stress.<sup>7</sup>

## ***The USAREC response***

Another stress response that is potentially unhealthy yet heavily employed, not only by many civilian businessmen, but also by many members of USAREC, is to work harder. People who work long hours are called 'workaholics.' They tend to put in 60, 70, even 80 hours a week at work because of what a 1979 *US News and World Report* article called, "massive fear of failure." Workaholics value themselves according to how much they accomplish. Failing to meet self imposed goals, receiving criticism, being denied a promotion, or wanting a promotion, the workaholic comes to work early and goes home late taking some of his work with him.

Work was the philosophy of the nineteenth century theologian John Calvin. First called the "Protestant Ethic," it was later known as the "American Work Ethic." By working hard and being successful you could prove to yourself and others that God had chosen you for eternal salvation, according to Calvin.

In the US, the theme "Work hard and you'll get rich, or become President," became the driving force behind the industrialization of the country. For the workaholic the stress con-

tinues to build because the stress response is never turned off.<sup>7</sup>

There are some methods of handling stress which are good for some people and dangerous for others. One of these is relaxation. Relaxation can trigger some stress related illnesses as quickly as over activity can cause others. One such illness is migraine headaches. This type of headache sometimes occurs in people who maintain a high level of activity at work and at play. What brings on their migraines is the sudden stopping of activity.

Migraines are caused by the contraction and relaxation of any cranial artery which has fluid in the surrounding tissue. When the artery contracts, the portion of the artery behind the contraction swells and produces pain. The section of the brain beyond the contraction receives no oxygen and gives the sensations of dizziness, weakness, or flashes of light. Because the contraction also blocks the impulse from being sent to the body, the pain that is produced first is felt after the artery relaxes.<sup>9</sup>

## ***A deadly response***

Vacations are, at times, also deadly ways for some people to relax. It is usually during these times of prolonged relaxation that most strokes occur. People who suffer strokes generally live hectic life styles because they want to. Not because pressure forces them to, but rather, because their personalities and ambitions to succeed drive them to work longer hours and take on increasingly heavier work loads. Unfortunately, these people have a hard time relaxing. Their bodies have become unable to handle inactivity.

The perception of an event, and not necessarily the event itself leads to harmful physical and emotional responses. We also contribute to the

stress which ruins our health in several ways.

First, by believing that worry can prevent mistakes and give us control over future events.

Second, by thinking that we are inferior because we fall short of the expectations of others.

Third, by having a win or lose attitude that makes living a series of competitions which puts our self esteem on the line in every situation.

Fourth, by adopting a view of how others should or shouldn't behave which will make us angry or frustrated when they don't meet our expectations.

Fifth, by believing that we have a right to be free of any discomfort and deserve to get everything that we want, thus producing a very low tolerance for frustrations. These and other mental attitudes cause us to be stressed.<sup>7</sup>

## Safety valves

How we handle or cope with stress will determine in a large part how stress will treat us. Many books have been written about stress, and how to cope with the effects and avoid the illnesses produced by prolonged stress. A good stress 'safety valve' should do two things.

First, it should allow you to escape the direct pressure of stress. This may be the physical escape that your body normally wants to take when the stress response is activated, or instead, a psychological escape.

The second thing a good stress 'safety valve' should do is counteract the biochemical and psychological changes that occur when the body mobilizes in response to stress.<sup>7</sup>

Sometimes stress can be relieved with rest, relaxation, and sleep. Another way to reduce the effect of stress

is to substitute one type of stress for another. If what you've been doing requires concentration, relief might be a game of raquetball, or some other activity that is physically demanding. Doing something that requires concentration can relieve the stress from boredom or a job which offers no mental challenge.<sup>7</sup>

If you work in a heavily controlled environment, walking alone may reduce the pressure. Being passed over at promotion time may mean that your safety valve must be something which brings the satisfaction of success.<sup>7</sup>

Doing something totally unrelated to what has caused you stress will many times allow the body and mind to get back to normal. Cutting back on excessive hours at work can give the body enough time to replenish its energy reserve through the night. Exercise is something that the Army wants you to get. We have physical fitness tests twice a year. Dr. George Williams, Director of the Institute of Health Research in San Francisco, said exercise is one of the best ways to counteract work stress. The triglyceride levels that rise during stress and help cause arteriosclerosis can be blocked by vigorous exercise.<sup>7</sup>

Dr. (MAJ) Robert Rosenfeld, Department of Psychiatry, Walter Reed Army Medical Center, and author said, "To overcome the effects of stress a person must first realize that he is under stress and that it can affect him. Then, find out where the stress is coming from," he said. "See if the environment which produces the stress can be changed in such a way as to make it less stressful," he added.

Rosenfeld added, "If the cause of stress cannot be eliminated or changed then it becomes necessary to either change jobs or change responses." He pointed out in the Army it is often difficult to change jobs and eliminate stress.

In order to change responses or eliminate the unhealthy effects of stress he said, "It may be necessary to seek professional help through counseling.

"There are such things as meditation, biofeedback, exercises, learning the proper way to relax, which can change our response to stress," he said.

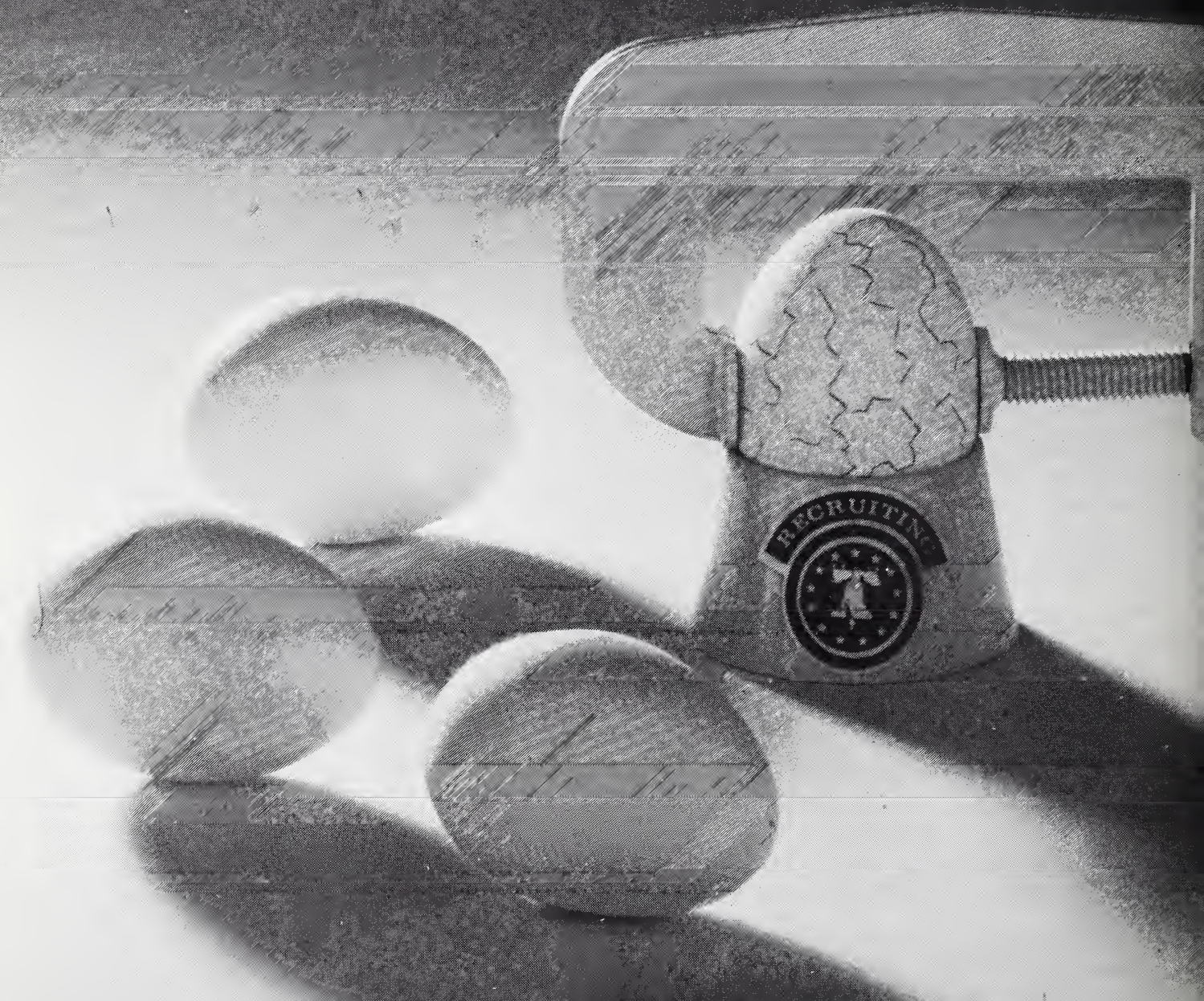
"Treatment must be individualized, because people are different," he concluded.

Although stress is all around us, inescapable, and at times necessary, its effects can be harmful to our health and to our lives when the warnings are left unheeded. 

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# Coping with *stress*



Story by SP4 Bill Davenport  
Photo by W. Scherp

John is a recruiter. He was making mission, but finding it more difficult to do so each month. He started having frequent headaches and was irritable at work. His pressures at work became pressures at home and affected his wife and children. He lost interest in his job, his marriage was failing and John was suffering from a barrage of physical ailments. He was overstressed.

"Stress is normal," explained CPT Stephen Brannen, chief of the Community Mental Health Activity, Ft. Sheridan. "If we didn't have stress, or tension in our bodies, we wouldn't be able to wake up or move about."

Brannen said there are two types of stress: physical and psychological. Physical stress can come from an injury, virus, exhaustion or foreign matter in the body.

The condition of stress is immeasurable, but stress-producing situations are measurable. Brannen listed the various situations on a comparative scale. Each of the situations is assigned a number between one and 10.

At the top of the list are the more stressful situations, such as the death of a spouse, which rates 10. Divorce rates a seven, while severe injury or

"The normal stress level is about three and one-half on this scale," Brannen said, adding, "Some people have better coping mechanisms and problem

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***"Self confidence and the ability to be an independent thinker allows some people to deal with stress better than others."***

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illness rates a five. Being fired rates a four and a change in financial status rates a two on the scale. A minor law violation, such as a traffic ticket, rates a one and would be on the bottom of the scale. Using this scale, people can compare the amounts of stress in a given situation with those on the scale and find a stress level. An accumulation of 30 or more points in a year signals more stress than an average person can handle.



solving capabilities than others."

Some people claim to work well under pressure, so stress is not always a negative condition. "We all work under stress," Brannen explained, adding, "Self confidence and the ability

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***"It is actually a sign of strength to seek counseling."***

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to be an independent thinker allows some people to deal with stress better than others."

Since a low level of stress is normal and some people work well with a higher level of stress than others, why is stress sometimes a problem?

The pressure of stress can be temporary or it can build up with time. While the short-range effects of stress may appear only as symptoms, the long-range, untreated effects can be more damaging.

"The long-range effects can be severe depression, debilitating anxiety leading to a psychotic break (total lapse of contact with reality), or suicide," Brannen said. He added that suicide occurs when a person feels there is no resolution to a problem, and can be an expression of helplessness or hopelessness.

"A person should be aware of the warning signs," he said, "When he begins to notice his body is tense, that he is irritable and that he is smoking or drinking (alcoholic beverages) more than usual, it is time to seek counseling."

"Some people use alcohol to cover or hide their problems, but alcohol is actually a depressant," he said. Some people become more upset as they drink and others drink more when they are upset.

"Stress also comes after drinking in

the form of a hangover or a headache," Brannen added.

Besides a reliance on alcohol, there are other symptoms of being over-stressed. Eating too much or too little, insomnia or frequent awakening during the night are also signs of too much stress. Frequent working at night (using time inefficiently during the day) and lack of interest or boredom at work can also be signals that there is too much stress present.

Brannen emphasized the need to have stress treated in its early stages.

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***"The ability to relax and solve problems are skills which can be taught."***

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Brannen likened the need for early attention to a 'pay me now or pay me later' concept.

"He can seek help now or later, but the cost is higher later," he said, adding, "The sooner you check things, the shorter and better the prognosis."

Brannen noted that a soldier's peers or commander may also notice the pressure. He added that there is a commander's guide available for commanders to refer soldiers to agencies within the military or civilian communities for assistance or counseling. He said a soldier can and should seek counseling when he feels stress is getting to be a problem.

"It is actually a sign of strength to seek counseling," he said. "The ability to relax and solve problems are skills which can be taught," Brannen added.

When a soldier notices he is over-stressed, there are several options available to him.

"He can go on his own and pay for it

or he can go through his commander and in some instances, AMEDD will pay for the counseling," Brannen said, adding that recruiters can also be referred to the Mental Health Activity for counseling by their commanders.

Waiting or leaving stress untreated can be harmful.

In the case of John, the recruiter, his stress cost him his marriage and both physical and mental suffering before he sought help.

Brannen said John went through relaxation therapy and was taught to cope with stress at the office.

Brannen suggested several methods for alleviating stress and venting pressures and anxieties.

He suggested that recruiters take walks, jog or lie on a couch in a quiet room and practice deep, consciously slow breathing, while repeating the word 'relax'.

He also recommended that recruiters communicate with their families.

"Talk with the family, seek support

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***While recruiting has its pressures, you can live with the stress associated with the job.***

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from the spouse and try to avoid stress-producing situations," Brannen said. He added that it also helps to slow down, assess problems and the current inability to deal with a particular problem, and reassess goals if necessary.

While recruiting has its pressures, you can live with the stress associated with the job. It takes some planning and effort, but it could prevent you from becoming a case-study. 

A family life seminar was recently held at USAREC headquarters, Ft. Sheridan. Members of the symposium included civilian representatives from local suburban communities, the five recruiting regions and two keynote speakers from QOL Office, Washington DC.

Family life has always been emphasized and has received priority attention in USAREC. Many problems are unique in the command because its soldiers and their families are dispersed throughout the US and its territories as well as overseas and are sometimes isolated from the conveniences of military installations.

For that reason, a quality of life office was created at USAREC in October 1980 and a staff was assigned to work specifically for the soldiers and families of the command. USAREC's quality of life office was organized under a self-help concept.

That concept was evident as the representatives met to discuss problems facing USAREC personnel and their families. The forum members met in the morning to hear keynote speakers from the Quality Of Life Office, Washington DC. COL Lanny Standridge, chief of the Army QOL Office and Jane Trent Surles, chief, Family Assistance Branch (of the QOL office), talked about some of the issues currently being addressed by their respective offices.

"Some of the issues facing the recruiters today are housing, medical and dental care for the soldiers and their families and being away from the traditional military installations," said Standridge.

"Family members influence the servicemember's decision to continue or end his military career and are active in military community life," Standridge continued.

Surles said it is important for the family members to be attuned to what is happening and to be involved with the soldier's career.

"It's important for the family members to raise issues also," she said, adding, "The commander relies on

## Command hosts family life seminar

*Staff feature*

*Photo by E. Lundahl, Ft. Sheridan TASC*

information discovered on his own and information given to him. He only has limited time to gather information, so issues raised by others are very important."

Major General Howard G. Crowell, Jr., USAREC Commanding General, delivered an overview of the mission, the objectives and some of the obstacles faced by the recruiting command.

Following the morning briefings, the forum members divided into groups to exchange ideas and present objectives in a topical format. After an afternoon of discussion, the groups met and presented the topics and proposed action to MG Crowell and the other symposium members. The group even suggested dates for completion of the proposed actions.

The emphasis during the forum was not only on the recruiters and support personnel, but their families. Many of the topics discussed concerned family benefits and problems unique to the spouses and children.

With its self-help concept, the USAREC forums established a precedent which will be followed by its subordinate commands. The members present at the symposium at Ft. Sheridan will be exchanging ideas in similar forums in their areas, where more localized topics and solutions can be addressed.

By addressing topics of concern at the various levels of command, finding reasonable solutions and completing action by a proposed date, USAREC

has set the example for soldiers in the command and their families to communicate their problems.

USAREC supports family life through a series of toll-free and AUTOVON numbers for family members of Active Army, Reserve Components and Department of the Army civilians.

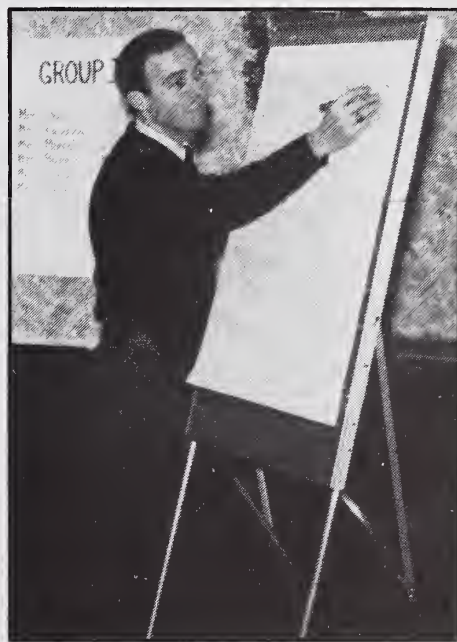
The purpose is to let family members talk directly with the Department of the Army and to obtain information regarding programs that affect family life. Family members are encouraged to seek information from their local command prior to calling the numbers.

HQ USAREC also currently has four hot lines available 24 hours a day (code-a-phone) to assist military and family members regarding programs that affect family life. The numbers are as follows:

- Quality of Life  
312-926-2876 AUTOVON 459-2876
- Command Legal Counsel  
312-926-2278 AUTOVON 459-2278
- Chaplain  
312-926-2418 AUTOVON 459-2418
- USAREC Inspector General  
312-926-2293 AUTOVON 459-2293



*Staff Sergeant John Gethoefer writes discussion topics during a recent family life seminar at Ft. Sheridan.*





**AT THE CINCINNATI DRC**, one of the top “money-makers” has been the DRC color guard. In existence for the past seven years, it has provided the DRC with an important resource to ensure Army participation when TAIR funds are short or TAIR support posts can not provide the desired resources.

With budget cuts and limited funds facing all DRCs, it is increasingly important that a close look be taken at available resources.

As some recent examples show, the color guard, drawn from a pool of six to eight volunteers, has provided the Army with a good deal of local, national, and even international publicity.

In the past few months, the color guard has led the Davis Cup Championship Parade through Cincinnati, officiated at the Davis Cup Championship opening ceremonies and participated in the dedication of a courthouse in Kentucky named for a posthumous Medal of Honor winner. They opened the season for the Cincinnati Tigers professional hockey team and presented the colors during opening day ceremonies for the Cincinnati Reds baseball team. After leading the opening day parade through the city, they participated in University of Cincinnati basketball game opening ceremonies and, most recently, presented the colors before the beginning of the AFC championship game between the San Diego Chargers and the Cincinnati Bengals.

The participation has not been without its hazards. During the opening ceremonies for the hockey season the four recruiters had to march across a sheet of ice to the center of the rink, being careful to keep their footing. The Davis Cup parade was conducted in a snowstorm, accompanied by 40 mph wind gusts that kept the flags snapping loudly. Perhaps the worst conditions came Jan. 10 for the AFC playoffs. Dressed in class A uniforms and chrome-plated helmets, the four recruiters had to face temperatures of 10 below zero plus a wind chill factor which made the temperature 60 below zero.

By the time the color guard had completed the opening ceremony, each man was nearly frozen. Their fingers were so stiff that they could not even unbutton their overcoats.

Certainly the Army benefited in gaining national exposure on television at the AFC game and even gained international exposure during the Davis Cup match between the US and Argentina tennis teams. Thousands of people in Cincinnati saw the Army color guard in person and millions more watched on television, all at no cost to the Army.

The use of “no-cost” resources such as the color guard gives the DRC an additional benefit in that it can redirect

limited TAIR funds to more effective uses. The time needed to organize a color guard and for them to practice



*Four recruiters from the Cincinnati DRC wait to present the colors before the start of the AFC championship game.*

their routine does eat into recruiting time, but the benefits derived from the color guard's participation in important and popular events may more than justify the time away from recruiting station activities. (Bob Lessels, Cincinnati DRC)

**AN ATTENTIVE GROUP** of Young Adult Conservation Corps (YACC) enrollees listened as three Army recruiters from the Pittsburgh DRC unveiled several employment opportunities offered by the Army recently at the Schenley Park Skating Rink conference room.

All 18 YACC participants, employed by the City of

Pittsburgh's Department of Parks and Recreation, had added incentive to listen — their YACC program will be discontinued after June, 1982.

"Never in the Army's long history has a woman had to be drafted," noted **Sergeant First Class Lucy Lockhart**. "American women have always stepped forward to fill the female military ranks," she added.

**Staff Sergeant Jim Kuhns** cautioned his youthful audience, "Don't fall for former soldiers that bad mouth the Army. Chances are they messed up and are rationalizing."

"Today's Army is modern . . . it's computerized, mechanized and well organized," noted Kuhns. "There is no comparison between the technical training the Army provides young people now and the Vietnam and Korean war era." He added that "soldiers today applying their acquired Army skills can receive recognition for post-service employment through the Army's Apprenticeship Program."

"The Army provides today's recruit with the widest selection of technical training of any branch of service and will guarantee the recruits technical training choice in writing," stated **Sergeant First Class Bisbee Duncan**. "This same training is worth thousands of dollars."

He explained how a person in today's Army could amass up to \$20,100 for post-service college or technical school education through the Army's Super Veterans Educational Assistance Program (VEAP), now known as the Army College Fund Program.

"The contemporary soldier finds the Army an education in every sense of the word," Duncan concluded.

Participating in this meeting netted three bona fide leads for the Army recruiters. (Jim McCarthy, Pittsburgh DRC)

**FT. ORD HAS ADDED A NEW PROGRAM** to TAIR which capitalizes on a readily available resource, the scuba club. Although boxing and basketball are still Ft. Ord TAIR resources, the program, Army Scuba, has already proven itself very popular for the first time out. During a recent tour in the Santa Ana DRC, the scuba skill team visited four high schools.

Having high schools with an already strong interest in water sports promoted the curiosity needed for attendance. However, since Costa Mesa High School puts a strong emphasis on academics, the recruiters **Staff Sergeants Wesley Willingham** and **Regina Damato** were able to schedule the scuba team only during lunch near an outdoor pool. The recruiter was assisted by **Private**

**Hubert Schroer**, recruiter aide at the Costa Mesa recruiting station and a 1979 graduate of Costa Mesa High School.

**Staff Sergeant Randy Simmons**, D Company, 7th Aviation Battalion served as the speaker and talked about each piece of equipment and suiting a scuba diver wears. Simmons explained water safety for divers and the necessity of knowing gas and physics laws.

The student's interest doubled when Simmons said his hobby of scuba diving was Army funded through the Morale Support Fund at Ft. Ord and the team takes low cost tours such as a recent weekend trip to Lake Tahoe, for \$25 per person.

**Sergeant Susan Dodd** also of the 7th Aviation Battalion, demonstrated a forward roll entry into the swimming pool along with dolphin and frog kicks accompanied with an explanation from Simmons.

Gasps of surprise came from students as Dodd demonstrated another method of entering the water by jumping from the pool's high diving board.

The informative and interesting nature of the scuba skill team lead to several questions during and after the presentation.

Comments from students such as, "I didn't know the Army was fun too," show the team definitely increased Army awareness.

The scuba skill team combines speaking, equipment and demonstration to ensure a real attention getter. (Debbie Gethoefer, Santa Ana DRC)

*One of the ways scuba divers get in the water is shown by Sergeant Susan Dodd, to Costa Mesa High School students.*





**I LIKE THE ARMY** and I like to skydive - it will be the ultimate to be able to do both," said **Staff Sergeant Doreen Y. Connally** who recently reenlisted in the Army to become a member of the Golden Knights.

Her reenlistment was handled by **Staff Sergeant Mike Harvey**, recruiter at the North May recruiting station in Oklahoma City.

Connally attended the annual tryout for the Golden Knights consisting of a 45 day training and evaluation period with each jumper making 100 jumps out of five different aircraft. There are four required formations that must be executed with each jumper being judged on airwork as well as landing. The jumpers must land standing up and on target.

As many as 200 people apply annually to try out, and of these the field is narrowed to 30. After the tryout the

number needed are chosen out of the 30. In 1981 Connally and 12 other skydivers were selected.

There have been only five women on the team in the history of the Golden Knights.

The Golden Knights are known all over the world. These Airborne soldiers compete in national and international parachute competitions, helping to develop new military parachuting techniques and equipment. Each year, they demonstrate their skills before millions of spectators.

"Being in the Army can be very challenging and rewarding, said Connally. "Being a member of the Golden Knights will be even more so." Connally is looking forward to the challenge and the rewards with enthusiasm. After all, being chosen for the Golden Knights does not happen every day. (Denise Rains, Oklahoma City DRC)

*Doreen Connally is being congratulated by her recruiter SSG Mike Harvey for being selected for the Golden Knights parachute team. Connally is one of only five women ever selected for the Army's precision parachute competition squad.*



**PAINTED RED LIPS, DEEPLY ROUGED CHEEKS** and a white powdered face make a soldier look funny indeed.

Add to the face mask, striped pants and shirt in mismatched colors, a bright orange wig, a floppy hat and a big happy smile and you have a clown that most children will adore.



*Always clowning around, SSG Gustavo Trujillo and his son Ernie strive to make others smile.*

It's really **Staff Sergeant Gustavo Trujillo** in disguise. Trujillo is the drivers testing non-commissioned officer in charge for the Combat Developments Experimentation Command (CDEC) at Ft. Ord.

Teamed with his 8-year-old son, **Ernie**, the clown and a duck called "my dog Spot," Trujillo goes about making children laugh.

The CDEC soldier seems especially to like children, because he takes the time to go where they are. He visits fund raisers, walkathons, hospital wards, festivals, rodeos and other events around the Monterey Peninsula.

Even though Sunday afternoon football keeps most soldiers home. Trujillo paints on his "happy face" and goes to art shows because he knows children will be there. (SP5 Robin Proctor, Ft. Ord PAO)

**WAY UP IN THE MOUNTAINS** of Tennessee was the backdrop for the debut of the first sports clinic of this year for SERRC.

The Boxing Clinic for the Nashville DRC was comprised of three boxers from the Ft. Hood Boxing Team. The clinicians performed their boxing skills for the students of Copper Basin High School in Cleveland, TN.

The coach, **Sergeant Louis Buggs**, has been on tour with sports clinics before and looked forward to perform-

ing in front of a high school audience again.

Buggs, who has fought more than 40 fights since he began in 1977, has walked away with quite a few titles and championships. The Clarksdale, MS, native remarked that he really enjoyed the clinics since it enabled him to communicate with the students and still train at the same time.

**Specialist 4 Tamuel Dorsey**, has also been boxing since 1977, has had ten fights in his career and was named the Outstanding Novice for the Berlin Boxing Team while he was stationed in Germany. Dorsey said his goal is to make the All Army Boxing Team.

**Specialist 4 Michael Smith** began his career in 1979 and has a nine win — two loss record. His future plans include turning professional by 1986. The Atlanta native said that he also enjoyed the experience of the clinics because it "does me and my boxing good."

The clinicians gave the students a background in the five basic boxing punches and some of the exercises the boxers do to keep themselves in condition. The students' reaction was enthusiastic but when the boxers began sparring with each other, the school gymnasium took on the atmosphere of a sports arena.

After the clinic was over, the boxers were surrounded by students wanting to ask questions and to try on the boxing equipment. **Sergeant First Class Robert Johnson**, the station commander of the Cleveland RS was also on hand to field questions from the students about the Army in general. (SP5 Karen Murdock, SERRC)

**Specialist Four Tamuel Dorsey (right) and SP4 Michael Smith square off in a sports clinic as Sergeant Louis Buggs explains the boxer's techniques.**



# Take a vacation for once, don't just go on leave

all VOLUNTEER  
art by Judi Quinlan

A few people suffered through the winter in places where temperatures did not fall much below 75 degrees. However, most members of the recruiting force experienced a winter which will be remembered.

While southerly breezes somewhere made the palm trees sway gently, and the resident recruiter spent his Sunday afternoons lounging on the beach, the northern jet stream brought Arctic winds and cold to most of the US. One January weekend, much of the Midwest was colder than the South Pole. That same weekend, a Chicago television weatherman told his audience there was snow in all 50 states. That meant the only places with Army recruiters where there wasn't any snow was Puerto Rico, the US Virgin Islands, America Samoa, and Guam.

There were snow storms, ice storms, closed highways, frozen pipes, mud slides, floods, and high winds. There was probably more than one request to the DRCs asking to relocate RSs from their present locations to Tahiti or Bermuda.

After surviving all that, now is a good time to plan a summer vacation. The one you promised yourself and your family while shoveling snow from the driveway and Punxsutawney Phil was out looking for his shadow in Pennsylvania on Groundhog Day.

Whether it is a one person or a multi-family vacation, planning as much as six months in advance can save a lot of grief. Pre-vacation planning includes; where you're going, how you're going to get there, where you're going to stop along the route if necessary, what you're taking with you, and how much you're going to spend.



Once it has been decided that you and your family are going to take a real vacation this summer instead of merely going home on leave, the big question is usually, where to spend it.

There are more than a hundred different Army vacation spots to choose from, and many are within easy driving range of your DRC.

Prices have gone up over past years, cutting down on the vacation plans of many civilian families. These high costs still do not put a great vacation beyond the reach of USAREC families.

In addition to the many Army recreation areas and travel camps, there are other recreation areas run by the Navy, Marine Corps, and Air Force. These recreation areas offer more than

low cost vacation spots featuring camping sites, trailer hookups, cabins and a variety of summer activities. Most have the added money-saving conveniences of the PX and commissary shopping plus emergency medical facilities.

If you have always wanted to spend a vacation in New England, there is the Navy's Schoodic Point on the rugged coast of Maine. It offers year round facilities for trailers. At the opposite end of the East Coast is Homestead Fam-Camp operated by Homestead AFB. It is located south of Miami with Biscayne Bay on one side and Everglades National Park on the other. Far to the west is the Marine Corps operated Lake Martinez Recrea-

tion Area. It is situated on the Colorado River in the southwest corner of Arizona. Even as far north as Alaska you can find the Birch Lake Recreation Area. If you want to travel farther west, there is the Waianae Army recreation Area on Oahu Island in Hawaii. In between, are 125 other camping and recreation areas where you'll find everything needed for a memorable vacation. The list of things to do on and near these areas is longer than the list of areas itself.

Recreation Services can usually provide camping, fishing, and other summer fun equipment either free of charge or at a modest rental fee. If you're not near a recreational services office, there is probably one on the base or at the area where you want to go.

Near Washington, DC is the Cameron Station Travel Trailer Camp. A fifteen minute drive and the family can visit the Washington Monument, Lincoln Memorial and many other historic sights in the capital. You can plan a visit to the Smithsonian and the US National Museum. If you have already toured Washington, DC it is a short drive south to colonial Williamsburg, VA, and the historic battlefield site at Yorktown.

On the West Coast is the Sharpe Army Depot's El Descanso. Located in the San Joaquin Valley. From there it is an easy drive to Reno, NV, Lake Tahoe, Yosemite National Park, and San Francisco.

Another valuable aid is the "Army Travel Camp Guide," produced and distributed by the Outdoor Recreation Program. US Army Recreational Services. This guide lists the recreation areas along with the available facilities and activities at Army installations throughout CONUS and Alaska. This brochure is available free of charge by writing:

Headquarters Department of the Army  
DAAG-RE-O

Forrestal Building  
Washington, DC 20314

Each of these guides list telephone numbers where you can call in advance

to make reservations at the area of your choice.

Compare the eligible people with the number of available facilities and it is easy to see why a vacation must be planned. It's no fun driving for eight hours only to find the recreation area filled and no vacancies anticipated for a month.

If your family's tastes favor outdoor activities such as water skiing, tennis, golf, fishing, or hiking there's practically no area of the US where they won't be able to enjoy themselves.

There's bass fishing and water skiing on Missouri's Lake of the Ozarks, near Ft. Leonard Wood, or fly fishing near the Canadian border at St. Mary's Recreation Camp adjacent to Glacier National Park in Montana. You can try deep sea fishing in the Gulf of Mexico or the Pacific Ocean. Mountain climbers can start their adventure from the base of Cheyenne Mountain at the Ft. Carson Campground.

DA Pam 360-546, "Armed Forces Recreational Travel Guide," is a handy booklet to use when planning your vacation. It is available by requesting it on a DA Form 17. It contains the

listings for the 130 recreation areas and travel camps from Maine to Hawaii, Florida to Alaska, run by one of the uniformed services.

The majority of people assigned to USAREC are married and most have school-age children. Their vacation time is generally limited to when school is out for the summer or during long holiday breaks such as Christmas or Easter. Those who are not married, or have no school-age children, have more flexibility in choosing their leave and vacation times.

When it comes to well kept secrets, it seems that few in the Army know much about the Military Airlift Command (MAC). Soldiers encounter MAC when they're traveling to overseas duty assignments. If they want to come back to the US on leave they usually travel on a MAC flight, but once they're stationed in the states they seem to forget it ever existed.

The MAC flights go almost everywhere, not just overseas. A benefit of traveling 'Space A' is that inside CONUS it's free. Even with the best gas mileage a car cannot beat that price. A flight to an overseas destina-

***Kayaking on a fast moving river can be a thrilling sport. It is one of many outdoor activities that may be enjoyed at some recreation areas.***



tion costs \$10 plus a small charge for meals. That is something to think about, considering the cost of a commercial airline ticket, if you want to go to Hawaii. With a class 'A' uniform, a valid ID card, and a leave form, you are practically there. The Navy and Marine Corps have similar systems, however their flights are generally not scheduled more than 72 hours before flight departure time.

From October to May is an excellent time to consider a 'Space A' trip to Europe. It is the off season as far as tourists go. The main tourist attractions are less crowded, and the prices are lower. Another good reason is during the summer months, Christmas and Easter holidays, many soldiers and airmen stationed in Europe take leave and come back to the US. This can cause lengthy waits at passenger terminals in both directions. The summer is also the time for military exercises and MAC's first mission is to duty passengers and priority cargo.

Contact the MAC terminal in advance of your leave time to get current information on flight availability and

departure times.

The rules for flying Space A aboard MAC flights are few and simple.

- Immediately after arriving at the terminal, sign-in at the 'Space A' counter. Seat vacancies are issued on a first come, first serve basis.

- If you are traveling overseas you must have a valid leave form, ID card, passport, and an up-to-date international immunization record.

- You are allowed only two pieces of luggage with a combined weight of no more than 66 pounds.

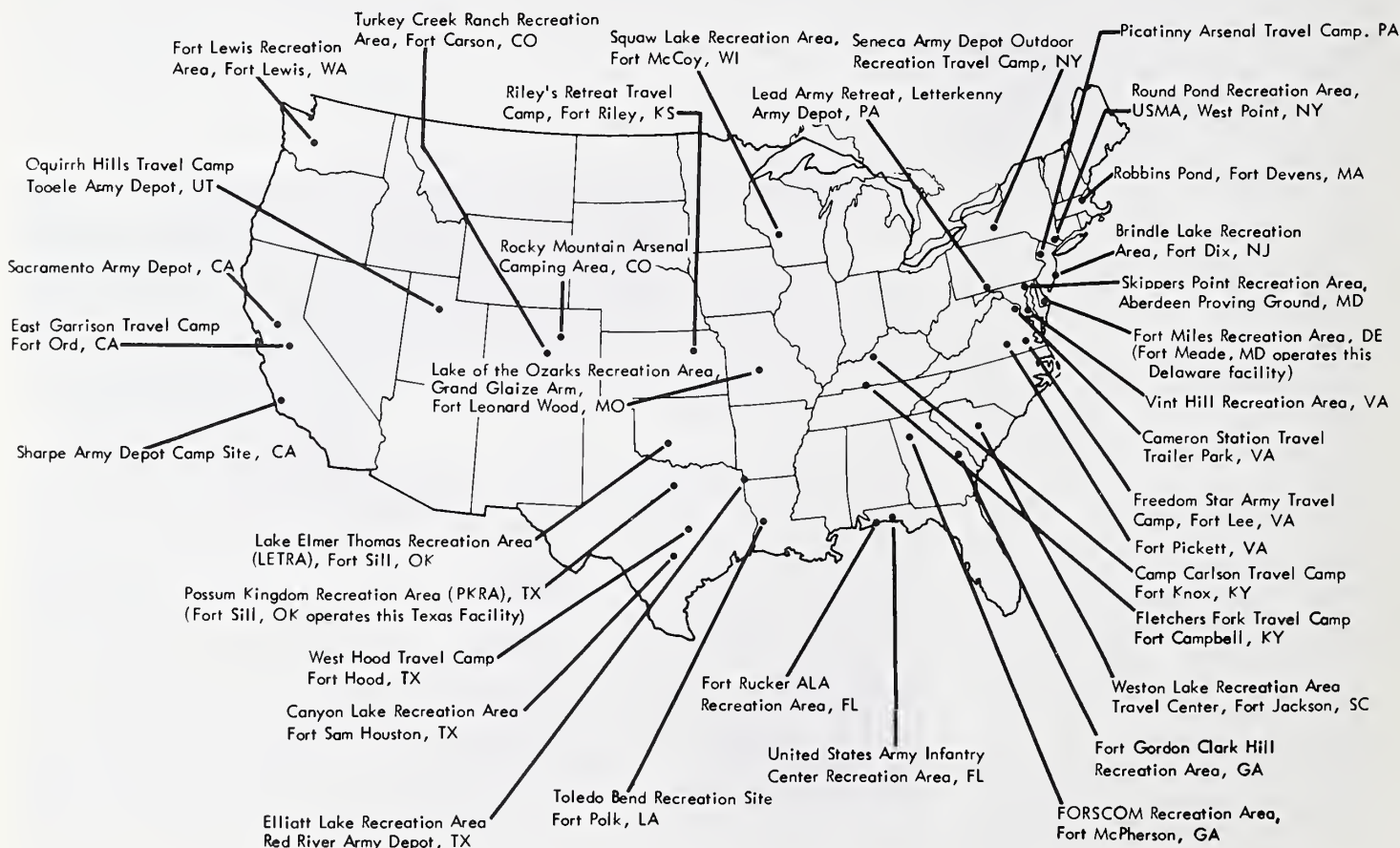
- You must wear a class 'A' uniform.

Once the Christmas holidays are over and the January freeze sets in, it is a good time to take a MAC flight to the sandy beaches of Hawaii, or to New Zealand and Australia. If it is snow you're after, but the price of the lift tickets at Aspen is more than you can bear, and you hate driving in the snow, perhaps a \$10 MAC 'Space A' flight to Germany and a stay at the Armed Forces Recreation Center in Garmisch is what you need. There you'll be surrounded by snow covered mountains.

The recreation center offers downhill and cross country skiing, ice skating, and every winter activity imaginable. The center also operates several hotels in Garmisch which won't take a big bite out of your vacation funds. These hotels serve food and drinks to warm your insides, and many have cozy fireplaces where you can warm your toes after a day on the slopes. Should you want to take a break from skiing, the center offers tours to such places as Innsbruck and Vienna, Austria, and the famous castle at Neuschwanstein.

Other European Armed Forces Recreation Centers are located in Berchtesgaden, Chiemsee, and Munich. The Navy operates an ocean side vacation area near its base at Rota, Spain. There is also an Army operated camp ground in Vicenza, Italy.

With more than a hundred different vacation areas around the US and overseas, the fun and relaxation are not too far away from your station or DRC no matter where you're located. There is no need to work 365 days per year.



# Diagnostic Test



APRIL 1982

1. What is the minimum GT Score required for the WOFT enlistment option?
  - a. 100
  - b. 110
  - c. 105
  - d. 115
2. In the Army Reserve Civilian Acquired Skills Program (ARCASP), male applicants over 26 years of age thru 34 years of age who are fully qualified to enlist must complete which of the following training requirements?
  - a. 12 weeks of consecutive training.
  - b. 7 weeks.
  - c. 7 weeks individual active duty for training (IAT) plus 48 hours of proficiency training.
  - d. None of the above.
3. Personnel in the DEP/DTP must be contacted how often?
  - a. Once a month until the last month, then once a week and again at least 3 days prior to departing on active duty.
  - b. Once a week throughout the DEP/DTP period.
  - c. Once every two weeks until departure on active duty.
  - d. Once every two weeks until the last month, then once a week and again 3 days prior to departing on active duty.
4. Which of the following prerequisites must be met before enlistment for the OCS Program?
  - a. Be at least 19 years of age and not have passed their 29th birthday at the time of RA enlistment.
  - b. Possess documentary proof of having received a baccalaureate degree or higher.
  - c. Be recommended for enlistment by an OCS Board.
  - d. All of the above.
5. To be eligible for any Cash Bonus the applicant must be a high school diploma graduate and attain a minimum AFQT Score of \_\_\_\_\_.
  - a. 31
  - b. 50
  - c. 61
  - d. 59
6. Field recruiters are responsible for administering the Screening Physical Examination for Army Recruitment (SPEAR) to prepare applicants for AFEES medical processing by insuring that they have in their possession required medical documentation, eye glasses, etc.

True \_\_\_\_\_ False \_\_\_\_\_
7. Initial contact of leads generated from REACT Cards (USAREC Form 200-2) should be made within \_\_\_\_\_ hours, if possible.
  - a. 24 hours.
  - b. 12 hours.
  - c. 72 hours.
  - d. 36 hours.
8. Persons pending charges are not eligible for enlistment; however, they can be pre-processed for a waiver.

True \_\_\_\_\_ False \_\_\_\_\_
9. How long are retest scores valid for enlistment?
  - a. 30 days from date of retest.
  - b. 6 months from date of retest.
  - c. 1 year from date of retest.
  - d. 2 years from date of retest.
10. When a recruiter makes an appointment, he should initiate a USAREC Form 200 (Prospect Card) on the spot.

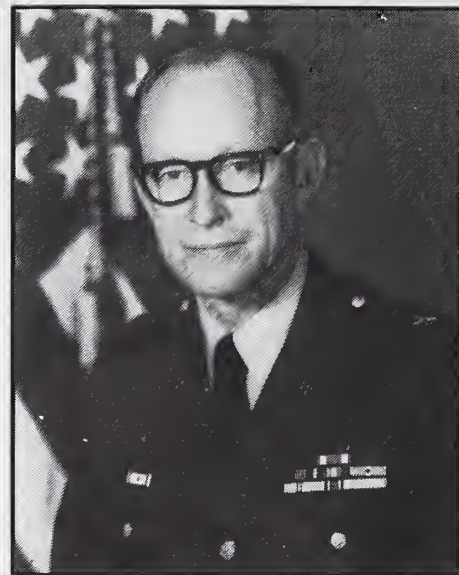
True \_\_\_\_\_ False \_\_\_\_\_
11. Under what circumstances may a recruiter transpose ASVAB Test scores to the Lead Refinement List (LRL)?
  - a. When an individual has enlisted.
  - b. When the individual has agreed to an appointment.
  - c. When the ASVAB List is being destroyed.
  - d. Under no circumstances.
12. To be eligible for the Army College Fund the applicant must be a non prior service (NPS) high school diploma graduate and attain a minimum AFQT Score of \_\_\_\_\_.
  - a. 31.
  - b. 49.
  - c. 50.
  - d. 51.
13. A soldier's participation in VEAP is automatic upon enlistment.

True \_\_\_\_\_ False \_\_\_\_\_
14. What is the purpose of the Prospect Card?
  - a. To record information that is required by the station commander.
  - b. To record information to determine prequalifications.
  - c. To record information necessary to effect follow-up and enlistment/assignment of interested prospects.
  - d. None of the above.
15. An applicant that is 17 years old may be allowed to enlist without any parental consent in certain cases.

True \_\_\_\_\_ False \_\_\_\_\_
16. Telephonic waivers can be approved by:
  - a. Area commander.
  - b. DRC commander.
  - c. Region commander.
  - d. Not authorized.
17. How frequently must the station commander update the production sheet (USAREC Forms 101-R, 102-R, and 103-R)?
  - a. Annually
  - b. Quarterly
  - c. Daily
  - d. Monthly
18. Which of the following USAREC regulations defines what recruiters can and cannot do regarding familiarizing applicants with mental qualification tests?
  - a. USAREC Regulation 600-51 (REACT Technical Manual).
  - b. USAREC Regulation 350-7 (Recruiting Station management).
  - c. USAREC Regulation 600-15 (Pre-Enlistment Training (PET)).
  - d. USAREC Regulation 350-4 (Professional Development Program).
19. Under the Rule of 50, the \_\_\_\_\_ negotiates area objectives/missions with the recruiters.
  - a. Station commander.
  - b. Assistant area commander.
  - c. Area commander.
  - d. DRC commander.
20. Prior to being sent to the Military Enlistment Processing Station (MEPS) or a Mobile Examining Test (MET) site, it is mandatory to administer the Enlistment Standards Test to which of the following?
  - a. High school diploma graduate.
  - b. Prior service.
  - c. College graduate.
  - d. Non high school graduate.



# A message from the chief Army Reserve MG William R. Berkman



As 1982 progresses, it is appropriate to review the vital role of the Army Reserve as part of the Total Army and to highlight the initiatives for the year ahead.

First, however, it may be of interest to provide an overview of my role on the Army Staff. The Chief, Army Reserve is a principal on the Army Staff, who by statute is an advisor to the Chief of Staff of the Army on all matters relating to the Army Reserve. As a member of the Army Staff, I also participate in the development and formulation of policies affecting the Army Reserve as well as the rest of the Total Army.

The Chief, Army Reserve is also the Budget Program and Appropriations Director for the appropriations which cover Army Reserve personnel, operations and military construction. I am privileged to testify before several of the armed services and appropriations committees and subcommittees of both houses of Congress as part of the Congressional authorization process for the Army budget and its appropriations.

The Army Reserve plays a vital role in enabling the Army to meet its wartime commitments. For example, the Army Reserve provides the Total Army with 100 percent of its training divisions and brigades, 50 percent of Army medical units, 86 percent of the Army's petroleum supply companies, 97 percent of civil affairs units and 54 percent of conventional

ammunition companies.

The Army Reserve contributes units to the Army's portion of the Rapid Deployment Joint Task Force as well as other high priority Army units earmarked for NATO and Korea. In addition, the Individual Ready Reserve (IRR) is the primary pool for pretrained manpower in the event of mobilization.

The FY 1981 and 1982 budgets represent some progress toward meeting urgent Army Reserve needs. The FY 1983 budget should result in even more progress in overcoming what Secretary of the Army John O. Marsh Jr., has described as "a decade of neglect."

The Selected Reserve Incentive Program (SRIP) has been important to Army Reserve recruiting. The SRIP has expanded steadily since its implementation in April 1979 and allows non-prior service high school graduates to receive a bonus of \$1,500 or \$2,000. The amount is dependent upon the MOS which the enlistee chooses for his or her six-year enlistment.

The Education Assistance Bonus, another incentive to join the Army Reserve, was increased from \$2,000 to \$4,000 during FY 1981.

Medical Corps strength improved during FY 1981. During the year, there were 656 Medical Corps accessions, of which 90.5 percent were assigned to Army Reserve units. The balance were assigned to the IRR. This increased Army Reserve unit physician strength from 26 percent of fill at the

end of FY 1980 to 31.5 percent of fill at the end of FY 1981.

Approximately 1,050 Army Nurse Corps officers were recruited in FY 1981. Most went to Army Reserve units, and this increased the Army Reserve's ANC strength from 57 percent of fill at the end of FY 1980 to 63 percent of fill by the end of FY 1981. Enlisted medical strength totaled 22,905 by the end of FY 1981, which represents an increase during the year from 57 percent of fill to 63 percent of fill.

It is believed that these medical gains were due in part to the enhanced training for medical officers under the Continuing Health Education Program. In FY 1982, the program is being expanded to include both officers and enlisted personnel.

With the personnel picture improving, increased attention is being given to equipment status. As of June 1981, the Army Reserve had on hand approximately 40 percent of the dollar value of wartime equipment assets and approximately 65 percent of the dollar value of peacetime equipment assets. This translates to a \$4.3 billion shortage in wartime equipment.

The FY 1982 budget contains \$112 million to equip Army Reserve RDJTF-identified units, and \$12 million is provided for stock fund equipment associated with force structure changes. Thirty-three million dollars are provided for stock fund equipment for early deploying units.

An equipment modernization program is underway. During FY 1982, the Army Reserve should receive 550 new trucks and forklifts and DAS3 computer systems plus sensor and communications equipment. The DAS3 is the Decentralized Army Service Support System and provides Automated Data Processing capability to Army Reserve combat service units.

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### ***The Army Reserve provides the active Army with 33 percent of its tactical forces...***

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The FY 1982 Army Reserve Military Construction program (MCAR) consists of 21 projects - two new centers, 15 modernizations or expansions and four maintenance or training facilities. This is similar to the FY 1981 program.

The Army Reserve provides the Army with 33 percent of its tactical support and 25 percent of its general support forces. As a result, a major contingency would require Army Reserve units. If the contingency did not result in mobilization, some selected units might be called to active duty under Presidential authority. Consequently, there is a need for constant mobilization planning and preparedness. Therefore, a Mobilization and Plans Office has been established within OCAR. Personnel from this office work closely with FORSCOM and major Army Reserve headquarters and have participated in or observed several mobilization exercises.

The OCAR staff will be participating in MOBEX 82 as a precursor to increased Army Reserve participation in future MOBEXs. Efforts in conjunction with the U.S. Army Forces Command to enhance Army Reserve mobilization readiness will continue.

Full-time Support (FTS) has great potential for contributing to improved unit readiness. This program will be expanded in the near future to include providing a full-time noncommissioned training officer to each early deploying unit. We will also increase FTS to

recruiting, retention and training management.

As Total Army requirements respond to changes in national security requirements or as changes in equipment develop, it becomes necessary to modify the Army Reserve's force structure. The FY 1982 budget supports activation of two divisional Combat Electronic Warfare Intelligence (CEWI) battalions, five separate CEWI companies in support of Corps and Brigade-level operations and chemical defense units.

Training is an essential element in the readiness equation. A more responsive procedure has been established to obtain in-service school quotas. Army Reserve training requirements are not part of the Army Program for Individual Training (ARPRINT) and reflect more accurately Army Reserve training needs.

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### ***There are more than 200,000 Reservists in the IRR...***

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A centralized selection process for service schools and the Sergeants Major Academy has been established at OCAR. This insures that a maximum number of candidates are considered while maintaining selection standards.

There are more than 200,000 Reservists in the Individual Ready Reserve (IRR). A major IRR initiative is implementation of the Individual Mobilization Augmentee (IMA) program. Members of the IRR who become IMAs have mobilization assignments in Active Component units and organizations as member of the Selected Reserve. They are eligible for the 100,000 call-up authority of the President.

The IMA personnel will fill key positions. Priority will be given to wartime positions which are not authorized in peacetime in those combat and combat support units which deploy early and to those base support units which must be quickly expanded to support deployment operations. The

program begins with FY 1982, and we expect to have 11,280 IMA Reservists by FY 1987.

An expanded program to enlist personnel directly into the IRR has been proposed for FY 1983. A bonus to accompany the program has also been proposed, but it would require Congressional approval before implementation.

The Army Reserve has been successful in national and international competitive events. The fine Army Reserve shooting team has captured numerous titles while establishing record after record to dominate the national shooting scene. Internationally, Army Reserve marksmanship teams were first and second in the Council of International Sports Military (CISM) in Cairo, Egypt, in September.

American teams, with a substantial Army Reserve representation, dominated the Interallied Confederation of Reserve Officers (CIOR) military competitions in Oirschot, the Netherlands, in August. Founded in Brussels, Belgium, in 1948, CIOR's is dedicated to providing support to the cohesiveness of the Atlantic Alliance and has approximately 300,000 members.

The annual CIOR Congress and Military Competitions will be held in the Washington, D.C., area August 8-15, 1982. The Reserve Officers Association of the United States is the official host, and the Army is the DOD executive agent for providing support to the Congress and Military Competitions. The Office of the Chief, Army Reserve is the DA action agency for CIOR activities.

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### ***The Army Reserve is vital to our national security.***

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The Army Reserve, as an essential part of the Total Army, is vital to our national security. It is important that the Army Reserve have the requisite personnel who are trained, equipped and capable of performing their mission.



# Re-Update

## *Six new CHAMPUS titles*

Cost-shared health benefits under the Civilian Health and Medical Program of the Uniformed Services (CHAMPUS) are described in detail in a series of fact sheets issued by the Department of Defense. Six of ten titles planned for the series are currently available through service distribution channels or from local Health Benefits Advisors:

"Nursing care," DOD CHAMPUS FS-2(1981). Describes benefits for care provided by a private duty nurse, visiting nurse or staff nurse.

"Eligibility," DOD CHAMPUS FS-4(1981). Answers questions about who is eligible for CHAMPUS benefits.

"The Effect of Medicare," DOD CHAMPUS FS-5(1981). Tells what you should know about Medicare and how it affects CHAMPUS eligibility.

"Program for the Handicapped," DOD CHAMPUS FS-6(1981). Discusses eligibility and benefits under the CHAMPUS Program for the Handicapped.

"Maternity Care," DOD CHAMPUS FS-8(1981). Explains the programs maternity care benefits.

"How CHAMPUS Bills Are Paid," DOD CHAMPUS FS-9(1981). Explains how allowable charges are established and how payments are made. It also discusses the difference between participating providers of medical services and nonparticipating providers.

Four additional titles in the series are in production and should be available later in 1982. They are:

"Basic Facts," DOD CHAMPUS FS-1(1981). Summarizes benefits available under the Uniformed Services Health Benefits Program, including CHAMPUS.

"Claim Filing," DOD CHAMPUS FS-3(1982). Contains instructions for filling out and submitting claim forms.

"The Effects of Other Health Plans," DOD CHAMPUS FS-7(1981). Explains how coverage under other health plans may affect CHAMPUS payments.

"Appeal Procedures," DOD CHAMPUS FS-10(1981). Describes appeal procedures under CHAMPUS and identifies types of decisions that can be appealed. (ARNEWS)

## *USAR launches media blitz*

This month and next, USAR recruiters and Active Army OOE's with a USAR Mission should have their best opportunities of the year with non-prior service audiences. Several USAR advertising initiatives are culminating to produce usable leads in April and May in various market segments.

An advertising blitz in 64 key markets and 38 mid-markets across the nation in February, March and April will have prepared prospects to be receptive to the USAR message. Large markets are being hit, such as Dallas, Boston and Philadelphia, as well as notably smaller markets such as Waterloo, IA, and LaSalle, IL. The media budget for this three month period was about \$2.4 million which included radio, television and newspapers (although television was not bought in every market).

Generally coinciding with these advertising buys were direct mail drops to three prime audiences for USAR: high school juniors, high school seniors, and college freshmen and sophomores.

Nearly two million high school juniors began receiving news of the USAR offer to juniors in February. The

mailing emphasized job skills, split training and Pay Group P.

More than 2.3 million seniors also began receiving direct mail in December, and again in late March, detailing USAR skill training, split training, Pay Group P and a reminder that the Simultaneous Membership Program is an important source of income for the college-bound senior.

Two direct mail drops to 1.1 million college freshman and sophomores in the January - March period will talk about USAR advantages for this group, emphasizing the dollars USAR service can provide for college costs, and the "summer job" aspect of split training.

At this time of the year, the built-in product limitation of NPS enlistees, who are staying in school, having to take basic training this summer under the split training option becomes an advantage. The Reserve option of split training becomes a guarantee of summer jobs for this and next summer that many students need and actively seek. (USAREC A&SP)



## *Extension training material catalogs*

Hunting may be an exciting pastime for sportsmen, but is a frustrating waste of time to a training manager hunting for the right training support materials. The Army has thousands of separate training products, but there was no single guide that tells what the products are and where to get them.

Now, from the Army Training Support Center (ATSC), Ft. Eustis, comes a series of catalogs that should take the frustration and uncertainty out of selecting material for both individual (MOS) and collective (ARTEP) training.

After more than a year of effort, ATSC has published a series of Extension Training Materials (ETM) Catalogs that are being distributed to every unit in the Army. The series of 77 catalogs, published as Department of the Army Pamphlets, is keyed to the existing ARTEP program. This means that each Army field unit will receive only the catalog that directly supports its ARTEP.

An additional catalog was scheduled for publication in January 1982. It is based on the enlisted MOS structure and individual training requirements. The catalog will support Table of Distribution and Allowances (TDA) units, USAR schools, National Guard academies and education centers, that are not included in the ARTEP program.

What this all means to the unit commander or training manager is that a practical reference tool is now available

at the unit level. It provides easy-to-use information on:

- What training support products are available,
- What specific skills or tasks each product supports, and
- How to order items not already on hand in the unit.

While developing the ETM Catalog series, ATSC also made a survey of the entire training product inventory. The result was the elimination of some items and the consolidation of others.

With the ETM Catalogs now in the field, the old familiar service school catalogs as well as separate catalogs for such items as Training Extension Courses (TEC) have become a thing of the past. The entire range of exportable training products is included in the new catalogs. The lone exception is the course catalog for the Army Correspondence Course Program. Because of the individual nature of the correspondence course program, course catalogs will continue to be published separately.

The training product reduction and catalog projects are not simply one-time efforts according to COL Harm Stryker, deputy commander of Army Extension Training. Both have been incorporated into an automated system designed to maintain control over the development of training support materials while providing for periodic revision of the catalog series. (TRADOC News Service)



## Diagnostic Test

### Answers to March 1982 test

1. b — Operation and Analysis Map — (Chapter 2, Section I, Paragraph 2-1, USAREC Regulation 350-7).
2. c — Population Overlay — (Chapter 3, Section II, Paragraph 3-8c, USAREC Regulation 350-7).
3. c — Quarterly — (Chapter 3, Section II, Paragraph 3-8a(3)(a), USAREC Regulation 350-7).
4. True — (Chapter 3, Section III, Appendix A, Paragraph 4b, USAREC Regulation 350-7).
5. c — CE — (Chapter 2, Section IV, Paragraph 2-21h, USAREC Regulation 350-7).
6. b — 2 years — (Chapter 3, Table 3-1, Line M, Footnote 3, AR 601-210).
7. d — Notarized letter from parents — (Chapter 4, Table 4-1, Rule E, Paragraph 3, AR 601-210).
8. False — (Chapter 3, Paragraph 3-16a, AR 601-210).
9. d — All of the above; a) Be a US citizen and a high school diploma grad; b) Possess an ST aptitude area score of 100 or higher; and c) Possess a DLAB score of 89 or higher — (Table H-3, Line 4d, AR 601-210).
10. b — 2 years — (Chapter 4, Section II, Paragraph 4-7d(1), AR 601-210).

11. c — 85 percent of the class enrollment — (Chapter 2, Section VI, Paragraph 2-30c(1), USAREC Regulation 350-7).
12. e — Never — (VEAP Programmed Text, Pages 22 and 23, Frames 37 and 37A).
13. c — \$17,400 — (VEAP Programmed Text, Pages 21 and 22, Frames 46 and 46A).
14. a — Male HSDG AFQT 40 — (VEAP Programmed Text, Pages 23 and 24, Frames 41 and 41A).
15. False — (VEAP Programmed Text, Pages 23 and 24, Frames 44 and 44A).
16. d — \$558.33 each month for 36 months — (VEAP Programmed Text, Pages 25 and 26, Frames 48 and 48A).
17. d — All levels of command — (Chapter 3, Section I, Paragraph 3-1, AR 601-210).
18. d — In accordance with Appendixes D thru G, AR 601-210 — (Chapter 3, Section III, Paragraph 3-12b, AR 601-210).
19. d — DD Form 216 — (Chapter 4, Section VII, Paragraph 4-27b, AR 601-210).
20. True — (all VOLUNTEER, April 1981).

# USAREC's Health Benefits Advisors are trained to serve the field force

There's one small section at HQ USAREC that works on a big portion of a recruiter's life. That section is aptly named Quality of Life, more commonly known as QOL. Through their visits to the DRCs, recruiting school and recruiting stations they've found the number one problem in the command is health care for family members.

The QOL Branch is responsible for health care in USAREC. Some of the problems encountered when receiving health care are from within the medical systems available to the field recruiting force. The QOL Branch acts as a coordinating agency to cause systematic changes in CHAMPUS and Direct Care. However, within the command the single most important step for providing immediate change is to assure that soldiers and their families are familiar with the medical systems available.

To get reliable information to the recruiting force and provide timely assistance, each RRC and DRC has appointed a health benefits advisor (HBA). The HBA responsibility is an additional duty and the individual is normally assigned in the administrative and logistics sections or the command section of the headquarters. The HBA is the contact point for answering questions concerning claims processing and health benefits for soldiers and family members.

Master Sergeant Timothy J. Geigle and SFC Pauline B. Johnson of the USAREC QOL Branch, coordinated and planned a recent USAREC health Benefits Advisor training workshop in Denver. The purpose of the training was to provide a working knowledge of the complex medical systems. The workshop gave participants three days of intense training covering basic pro-

gram benefits, eligibility criteria, programs for the handicapped, authorized providers, claims submission, review and payment, and appeals procedures. Johnson conducted an evening session discussing the USAREC Health Care Services Action Plan. This plan requires HBAs to educate, advise and assist recruiting personnel using various health care systems. The plan's objective is to reduce the numbers of complaints and returned claims.

The training also included a presentation by a Ft. Sam Houston, Health Services Command representative and the patient administrator from Fitzsimmons Army Medical Center, Denver, concerning direct care. They explained how to improve USAREC's relationships with servicing military medical treatment facilities, federal

medical treatment facilities, VA Hospitals and local civilian medical facilities.

Guest speaker BG Allen K. Ono, DCG(W), addressed the importance of the health care issue. He stressed the HBAs responsibilities and reinforced USAREC's commitment to improve services and responsiveness to the field recruiting force.

As a result of the workshop, each DRC and Region commander now has a trained representative who can assist with providing health care information to soldiers and family members, and to help when difficulties are encountered during claims processing. Hopefully, unnecessary out-of-the-pocket medical expenses will be eliminated in USAREC through well trained HBAs who are responsive to the health care problems brought to their attention. 

*Region and DRC health benefit advisors carefully study the complexities of health care issues at the USAREC QOL sponsored HBA workshop.*





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## ***Double coverage affects CHAMPUS***

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**Editor's Note: This is the ninth in a series of articles on the Uniformed Services Health Benefits Program. This article discusses effects of having double coverage in the CHAMPUS Program. Check with your DRC Health Benefits Advisor for the latest information on specific CHAMPUS questions.**

Double coverage means a CHAMPUS beneficiary is entitled to insurance, medical service, health and medical plan or another government program through employment, law, membership in an organization or as a student. It is coverage which duplicates CHAMPUS benefits in whole or part. It includes entitlement by reason of being retired from an organization or group. Double coverage does not include entitlement to receive care from the uniformed services medical care system.

If you have any other health benefits coverage which is provided through employment, through an association, or through student status or by law, CHAMPUS cost sharing procedures are affected. In many instances, the impact of double coverage on the dependents of active duty service members is different from the impact on other beneficiaries. A determination as to who has primary responsibility for payment is made on a case-by-case basis by CHAMPUS representatives and representatives of the other program or plan. This determination usually is made after CHAMPUS payment has been made and is a matter between the CHAMPUS claim company and the other program or plan. In most cases, the beneficiary does not get involved except to provide CHAMPUS with sufficient information concerning the double coverage program or plan.

Rules governing double coverage do not apply to medicaid, privately purchased non-group coverage, a plan specifically designed to supplement CHAMPUS benefits and for care received in Uniformed Services medical facilities.

For beneficiaries other than active duty dependents, CHAMPUS is usually the last payer. Some CHAMPUS beneficiaries have entitlements to other government medical programs which create double coverage through law. The four most common examples of double coverage through law and medicare, Veteran's Administration Program, and Workmen's Compensation. When the spouse or child of an active duty servicemember becomes entitled to Medicare, that program's benefits must be used before

CHAMPUS payments enter the picture. If a person is eligible for Medicare as well as CHAMPUS benefits, CHAMPUS pays its benefits last.

Expenses for medical care related to job-connected

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## **No CHAMPUS benefit is payable unless workmen's compensation benefits are exhausted.**

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illness or injury that are paid by a workmen's compensation program or that can be paid by such a program are not covered by CHAMPUS. Individuals must apply for benefits in such cases under the applicable workmen's compensation law. No CHAMPUS benefit is payable unless the workmen's compensation medical benefits are exhausted. If exhausted, the regular CHAMPUS benefits become applicable.

When double coverage exists, a CHAMPUS beneficiary does not have the option of waiving benefits under the other plan or program in order to be paid full CHAMPUS benefits. The beneficiary must apply for benefits under the plan or program that has been determined to have primary (first pay) or sole responsibility (i.e., workmen's compensation).

When it is determined after payment is made that CHAMPUS benefits are paid in error in a double coverage situation, and the other plan or program should have paid or had sole responsibility, recoupment action will be taken. Providing incorrect or incomplete double coverage information may constitute a basis for finding the CHAMPUS claim to have been fraudulently. This could bring legal action by the government against the claimant.

(USAREC QOL)

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***Correction to the Diagnostic test printed in the March issue of all VOLUNTEER. Question 16. 24 months should read 54 months.***



# *Go tell it to the chaplain*

by Ken Holder

A classic Army answer to personnel problems it can't handle has often been "Go tell it to the Chaplain." While it is a phrase heard sometimes in jest or with a note of sarcasm, USAREC's chaplain LTC Norris Webster hopes recruiters and their families will do just that.

"I see a chaplain's job in two dimensions — intervention and prevention," Webster stated.

The chaplain has handled the intervention dimension by visiting all the DRCs within USAREC. He feels he can get a better handle on soldier's problems by visiting them on their own scene. Going to Ft. Benjamin Harrison to teach at the recruiter's school allows him to give moral guidance before any problems arise.

"I feel that by teaching at both the recruiter and commander's courses I can help the recruiter a lot" Webster

said. "The recruiter gets an accurate picture of what life's going to be like at the school but it may already be too late. He may have gotten the idea from a 'barracks counselor' that recruiting is a very easy job. This creates an illusion. He has actually over-psyched himself.

"If he gets to the field that way," Webster continued, "He is going to experience some disappointments. How he handles those disappointments and how much patience his chain of command has, will decide if he makes it as a recruiter."

The chaplain explained that many times the job problems may follow the recruiter home in the form of personal problems such as increased debts, not communicating with his wife (if married), alcohol and drug abuse and other social ills.

He also believes in using the clergy

to bridge the gap into parochial schools.

"Every seven hours in this country a new private or parochial school is started," the chaplain said. "We're seeing parents in increasing numbers feeling a disillusionment with the public school system. Recruiters, on the average, feel they have a tougher time getting into these private schools. That's why we now require they have at least one clergy person, of their choice, on their COI/VIP list. These are people that can help if you're experiencing difficulties getting into that school."

Chaplain Webster also recommends contacting one of the Reserve or National Guard chaplains in your area.

"There is a network of 1,500 Reserve and National Guard chaplains. Most of these guys have their own churches and know the benefits of a tour in the Army. They will be more than happy

to help you get into a school," Webster continued. "The second way of getting into a parochial or private school, I believe, is by calling the top person at the school. Identify yourself as someone who works with young people and ask to talk to whoever works with young people at the school. Then make an appointment to see that person."

The prevention end of the chaplains work is included in his teaching block at the recruiter's school.

"I believe that 99 percent of all recruiters want to be a success," he said, "There are seven things that lead to a recruiter's downfall and they are:

1. *Detachment from a military installation.* All of a sudden they are without all the family support systems they've been used to.

2. *Long hours.* Sometimes if recruiters get behind, someone in the chain of command may stretch the hours from 8 to 8. This leads to all sorts of problems. Statistics show that when working hours are increased more accidents happen, the divorce rate goes up and recruiters 'burnout' at a faster rate. Married recruiters will have even more problems. When the family or the wife perceive they are getting the crumbs (as far as time goes) it's a crummy life.

3. *Excluded from each other's lives.* This is primarily a married person's problem. Wives often feel left out of a recruiter's life. Sometimes single recruiters can also feel left out. Monthly social get togethers at the area command level are recommended.

4. *Loneliness/Aloneness.* Feeling alone in a new community is a tough thing. For single recruiters it may be the first time they've lived alone. A spouse may have a difficult time because she doesn't know what questions to ask to find out where things are going.

5. *Sexual Vulnerability.* If things are bad for a recruiter at home or if

he's young and single this can be a major problem. Recruiters come in contact with attractive applicants and COIs on a daily basis. They must maintain a professional relationship. Its hard to do if you're feeling alone or lonely, or things haven't been going well at home.

6. *Span of control.* A recruiter has to be a time manager or things will get out of hand. He must manage daily, weekly, monthly and quarterly.

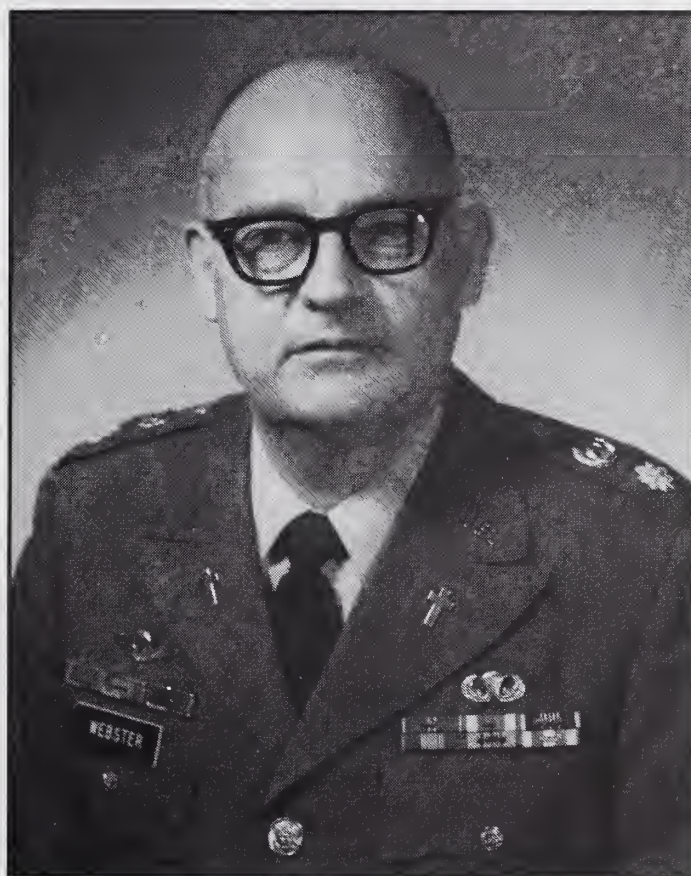
7. *Lack of communications.* We encourage a monthly newsletter be printed for each person in the DRC and we further recommend that the newsletter be taken home. "We must reduce the feeling of detachment that many recruiters feel," Webster said.

Chaplain Webster is involved in all

aspects of the recruiters lives. His recommendations to the commander range from keeping long hours to a minimum, many Quality of Life issues and setting up a network of chaplains a recruiter can use to get into the private school market.

"Fifty percent of our recruiters are now using that network and finding out that it gets results," Webster said. The chaplain said his definition of ministry is, "anything I can do for another human being in God's name."

So the next time you have a crisis that you just can't handle alone or through traditional sources, just remember the words of one of your previous first sergeants who said, "Go tell it to the chaplain." Except this time, take him up on it. 



**Chaplain (LTC) Norris M. Webster**



# Rings and Things

Recent recipients of recruiter rings and gold badges appear below. Inquiries concerning these listings may be addressed to the USAREC Awards Branch, or by calling AV 459-3871, or commercial (312) 926-3036.

## Recruiter Rings

### Newburgh

MSG Josecito Fredericks

### Pittsburgh

GS7 Harley E. Travis

### Columbia

SFC Melvin R. Hewitt

SGT Paul E. Pierson

### Jacksonville

SSG William P. Cutting

SFC Arnold T. Dellinger

### Miami

SFC Fielder L. Carlton

### Raleigh

SFC Jerry L. Prater

SFC Lloyd D. Schoolcraft

SFC Charles Washington

### Cincinnati

SFC Larry D. Marshall

SFC Dennis M. Wooton

### Cleveland

SSG Allyn L. Cole

### Indianapolis

SFC William M. Bryan

SFC David Castillo

SSG Robert D. Oakley

### Minneapolis

SSG David L. Orton

### Omaha

SFC Phillip L. Goad

SSG Carey B. Paulish

### Jackson

SFC Johnny L. Berryhill

SFC Carl A. Brown

SFC Charles W. Pool

### Little Rock

SSG Kendall R. Winford

## Gold Badges

### Albany

SGT Ronald C. Irons

SSG Michael J. Partridge

### Baltimore/Wash

SSG Samuel R. Petticolas

### Boston

GS7 Dennis J. Dragonas

SSG Emanuel F. Lewis

SFC Danny L. Warner

### Concord

SSG Peter S. Beauregard

SGT Michael H. Bellatty

SFC Anthony J. Bruno

SFC Robert F. Bulens

### Harrisburg

SFC Donald E. Page

SSG Roger G. Rinehart

SSG Robert E. Smith, Jr.

### Long Island

SSG Miguel A. Amadeo

SSG Efrain Aponte

SSG Dolores Spicer

SSG Edward Thomas, Jr.

SFC Hector Torres

### New Haven

SFC Anthony F. Slavinsky

### Philadelphia

SFC Jack R. McLaughlin

SFC Russell W. Young

### Pittsburgh

SFC Bernhardt D. Geiger

SSG Randall M. Harris

SFC John A. Ohmer

SFC David W. Scott

### Syracuse

SGT David C. Place

### Atlanta

SFC Lee E. Moore

### Beckley

SFC Neftali Colon

### Charlotte

SFC James L. Maxey

SSG Melvin L. Woodard

### Columbia

SSG Malcolm R. Hyche

SSG Ella L. Machado

SFC Marvin E. Nesmith, Jr.

SFC Charles M. Richardson

SFC J.C. Talbert, Jr.

### Jacksonville

SSG Robert J. Bunch

SSG Jerome Kiely

SSG Jacky W. McComack

SFC Lee F. White

### Louisville

SFC Joseph K. Blair

SSG Richard A. Lingerfelt

### Miami

SSG Maria Kendricks

SSG Eddie J. Murphy

SFC Roger E. Murray

SGT Cynthia L. Pasquino

SFC Reyes P. Ramos

SFC John T. Tuttle

### Montgomery

SFC Marvin J. Hattaway

SFC James W. Kimmins

### Raleigh

SSG Pilar D.C. Murufo

SGT Betty S. Smith

### Richmond

SGT Mickey Carter

SFC Lawrence C. Mercier

### San Juan

SSG Daniel Andreu

SFC Roberto A. Bras

SFC Jose Figueroa

SGT Luis Hernandez-Lopez

SSG Matty Herrera

SSG Alberto Martinez

SSG Juan Rivera

SFC Bienvenido Rodriguez

SSG Ruben Rodriguez

### Cincinnati

SSG Richard J. Bell

SGT Jeffrey R. Buedel

SSG Cutno J. Dargan

SFC Tony K. Harris

SGT Gerald R. Keeton

SSG Lonnie M. McCoy

SFC Larry E. Tate

SFC John R. Tumey

### Cleveland

SSG James M. Brown, Jr.

SFC Carl E. Crews

GS7 Roger J. Debes

SSG Wilie C. Hassell, Jr.

SSG Amelia J. Hutchings

SSG James A. McKenzie

SSG Michael R. Stanley

### Columbus

SSG Richard F. Adams

SFC Fredrick W. Chrisman

SSG Rodney L. George

SSG Alfonso L. Simpson

### Des Moines

SFC Kenneth G. Ryden

GS7 Raymond B. Summers

SFC James D. Venable

### Indianapolis

SSG Randall J. Harvey

SFC Bernardo San Felix

### Lansing

SSG Adonis Armstrong

SFC Thomas M. Black

SFC Delbert A. Lawrence

### Milwaukee

SFC Edward L. Flynn

### Minneapolis

SSG Richard A. Bergstrom

SSG Joseph M. Cuciti

SSG Henry Felix, Jr.

SSG Dale E. Gulla

SSG Ronald E. Hardeman

SSG Jackie L. Harden

GS7 Ronald C. Hubbard

SFC Ronald T. Korchynski

SSG Albert J. Ronnenberg

SFC Janet J. Thornton

SFC Robert L. Wallace

SSG Glenford H. Williamson

### Omaha

SSG George R. Dodd

SSG Lemuel J. Harris

SSG Christian G. Kuntz

SSG Charles M. Matthews

SSG William L. Pettys

SFC Daniel A. Renois

SSG Gerald L. Roberson

SFC Roy Senger

### Peoria

MSG Willie Collins

### St. Louis

SFC Chester A. Gravett

### Albuquerque

MSG Daniel Y.M. Woo

### Denver

SGT Wesley A. Wambold

### Houston

SFC James M. Ellis

### Jackson

SSG Darrel E. Jordan

SSG Lowell Smith

SFC Michael W. Wills

### Kansas City

SFC Paul D. Cibolski

SSG Joseph L. Hohenthanner

SSG Richard A. Hurd

SFC Elvin D. Rudd

SFC Willard R. Stowell, Jr.

### Little Rock

SFC Terry W. Bass

SFC Leonard W. Lovell

SSG Norman A. Woods

### Honolulu

SFC Matias A. Chargualaf

### Phoenix

SSG Harry R. Traxler

### Portland

SSG James G. Bullard

GS7 Jackie Bailey

SFC Wayne E. Cook

SSG Larry F. Gates

SSG Brian P. MacDonald

SFC Gordon L. Marchant, Jr.

### Sacramento

SFC Michael S. Kelley

### Salt Lake City

SFC Michael J. Berger

SGT Larry J. Braund

SSG Daniel J. Conter

SSG Richard Iorio

SSG Richard L. McCallum

### San Francisco

SSG Thomas W. Abernathy

SSG Alice E. Kenny

SGT Terry L. Wright

# Demolition Inspection Verification Engineering Risk Salvage

Story by SP5 Rick Maleck  
Ft. Belvoir PAO  
Photos by CPT Robert Lawson  
Naval Diving and Salvage  
Training Center

Scuba diving in murky water near a sunken wreck bristling with unseen sharp objects and heavy steel chunks dangling overhead may seem dangerous to most of us, but it's just another day's work to the divers of the 86th and 511th Engineer Detachments (Diving).

The 511th and 86th detachments are attached to the 82nd Survey Company, 30th Engineer Battalion, Ft. Belvoir.

Like frogmen in the Navy, these soldiers serve as the Army's experts beneath the seas. Officially their duty is to provide the Army with shallow and deep water diving capabilities including underwater construction, demolition, surveying, inspections and salvage operations. They dive anywhere at any time and are capable of performing any underwater service required of them by the Army, the Corps of Engineers or other official government agencies.

Recently, the divers cleared a channel leading to a repair dock at the Alexandria Army Reserve Station. An abandoned pleasure craft sank there about six years ago. The 50-foot yacht prevents passage to and from the dock

in low tide. The two diving units use the old wreck as a training aid.

Salvaging the wrecked yacht was not an easy job.

"It's only about 30 feet deep here, but it's so murky from the silt that we can't see our hands in front of our faces," he said. "We have to feel our way along as we work."

"The dangers, of course, are ever present," Fritz said, adding, "The old wreck may be bristling with unseen hazards just waiting to inflict serious injury upon us."

The engineers soon had enough of the wreck raised to permit safe passage through the channel.

The salvage job for the Reserves is just one of many jobs the divers do all around the country. They have traveled to Bailey Dam in West Virginia to inspect the submerged sections and to a flood control region to inspect rehabilitation construction performed by civilian contractors. They've also recently completed their annual deep water verification exercises in Puerto Rico.

*A surfacing diver signals 'all's well below.'*



They are also planning to inspect a series of seven dams in Oklahoma. Dam inspection is one of their primary missions. When inspecting dams, they use underwater videotape cameras to check the submerged portions of the dam for cracks and to check the draft tubes for obstruction. Draft tubes are used to allow controlled amounts of water through or under the dam.

The tubes adjust the depth of the water on either side of the dam and release pressure on the dam when heavy rains bring flood conditions

which threaten to break or spill over the dam.

As handymen beneath the waves, Army divers are required to master many difficult skills. They must be proficient mechanics capable of repairing machinery, welding, cutting and drilling. They also must be experts at underwater demolition and underwater photography with videotape cameras.

They must of course be expert divers. This requires an expertise in the

proper use and maintenance of all sorts of diving equipment.

For diving in deep water for extended time periods, they use the traditional brass helmet, weighted boots, air hoses and safety lines, called a Mark V suit.

When the extra weight is not required, the divers can also use two lighter varieties of the deep sea suit. At all times while working at difficult jobs and using complicated equipment, they must be alert and take precautions to ensure their safety.

Even with the best conditions, diving can be dangerous. There are tides and currents and undersea obstacles, such as coral and jagged wreckage on the bottom or sometimes just beneath the surface. Divers are often required to work in water so muddied by silt and debris they can see virtually nothing and must rely on their sense of touch to feel their way through the job.

A master diver of the 86th, SFC Jose Conde, explained what it takes to be an Army diver.

"It takes more than just skill and good training to be an Army diver," Conde said, adding, "An Army diver needs to be intelligent, physically fit and have a cool head on his shoulders. He has to work well under stress.

"Say for instance, a heavy piece of metal pins your leg to the bottom. That's no time to panic. If you panic, you die. Knowing your life is in danger, you must calmly analyze the situation and then take the right action to save yourself. It's a hard thing to do," said Conde, who is the senior diver of both units.

"Good common sense is also a must," he continued, "There is no possible way to train people for every situation they will encounter underwater. Often, divers are on their own, unable to communicate with the people topside. If they encounter something they've never seen before, they must analyze the situation and make the decision themselves. If a person can do that and all the rest, he can be a good diver."



*An Army diver inspects an underwater structure for possible damage.*



# MOS 00B: Diver

*Staff feature*

*Photo by CPT Robert A. Lawson  
Naval Diving and Salvage  
Training Center*

Hours after the Boeing 737 jet plunged into the icy Potomac River in Washington, DC recently, Army divers from the 86th and 511th diving detachments were on the scene to assist with rescue and subsequent recovery operations.

While this type of mission may not be typical for the divers, they must nonetheless be prepared to move on a moment's notice. To be prepared requires stringent and constant training.

Army divers are selected from soldiers who apply for the training. The MOS is open to applicants in grades E-4 or below, who have at least two years in service, according to CPT Robert Lawson, Army liaison officer at the Naval Diving and Salvage Training Center, Panama City, FL.

The application is reviewed by MILPERCEN, where it is determined if the soldier is physically fit and qualified to go to a pre-screening school at Ft. Eustis, Lawson said.

"At Ft. Eustis, the soldier will take a swimming test, physical training test, basic map and dive charting and Mark V diving indoctrination," he added.

From there, the prospective diver goes to the Panama City school for 12 weeks of intensive training which includes diving physics, medicine and SCUBA training. Then the soldiers are trained to use Mark V and other lighter weight diving suits and equipment. There is also mechanical and engineering training to teach underwater cutting and welding skills, as well as a training segment which teaches the divers to use underwater hydraulic equipment. The soldiers are also given hyperbaric training, where they learn to use recompression chambers to supply high-pressurized oxygen for therapeutic purposes.

Once the soldier has completed the 12-week course, he is a second class diver, ready for assignment to one of

several detachments in CONUS or Korea.

"There are two diving detachments at Ft. Belvoir, one assigned to an enginer unit at Ft. Eustis and another detachment in Pohang, Korea," he said.

Lawson said the MOS is open to anyone who meets the requirements, without regard to MOS or sex. He said it is helpful, but not essential, to have diving skills or mechanical or electrical skills before taking the basic course.

"If the soldier is a welder or an electrician before the training, that's

great, but we train them from scratch," he noted.

The job is risky, but the rewards are great. Incentives range from hazardous duty pay and reenlistment bonuses to extra skill training at military and civilian schools.

From second class diver, the career progression goes to salvage diver (usually E-5), then to first class diver and finally to master diver.

There are allocations for 65 divers, but presently only 40 divers, including officers and enlisted soldiers, are in the Active Army. 

*Wearing a Mark V diving suit, an Army diver climbs down a ladder for some underwater exploration.*



# MOS 00B: Diver

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